

Royalty

The 2025 Royalty Construction

U.S. SALARY GUIDE

BENCHMARKING AMERICA’S ELITE CONSTRUCTION TALENT



SALARY BENCHMARKS
BY STATE & INDUSTRY



EXPERT INSIGHTS



ACTIONABLE
STRATEGIES

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A MESSAGE FROM THE ROYALTY CONSTRUCTION FOUNDER



When I started in investment finance, many saw real estate and construction as nothing more than money-making ventures—hardly creative industries. But when I began recruiting in my hometown of Miami, I learned that every project demands the perfect mix of skill, leadership, teamwork, and consistency—where one misstep can cost millions.

I credit my success to the values my parents instilled in me: hard work, perseverance, and honesty. In corporate, I was all about slashing recruitment costs. But once I entered this industry, I discovered that doing things right—staying true to my values and thinking outside the box—is a game changer. Recruitment isn't just an expense; it's the most important investment a company can make. Too many recruiters cut corners, undervaluing the critical role of hiring the right people. My team and I aren't simply "job posters"—we're unlocking millions in project potential by building teams that deliver real results.

At Royalty Construction Talent, we do things differently. We don't just wait for resumes to roll in—I've developed a methodology that big firms can't match and smaller firms can't replicate. We're the strategic partner you and your internal acquisition team can trust to secure the elite professionals who power your success.

Sometimes the first candidate isn't the perfect match. That's why I ask the right questions, dig deep, and keep refining until we find someone who truly fits your needs. With over a decade in construction recruitment—and hands-on experience building my own projects, supported by my engineering, finance, and entrepreneurial backgrounds—I know what works on the ground.

I live and breathe this industry every day. My promise is simple: you only pay if you hire the candidate who transforms your team. If I don't do my job right, you've got nothing to worry about. We're veteran recruiters with the grit and expertise others won't put out there—and we're ready for the challenge.

Experience the Royalty difference. When you partner with us, you're not just filling roles—you're unleashing powerhouse teams that redefine what's possible in construction. Let's forge a legacy together and build America's future—one elite construction team at a time.

- Ivan Duschatzky, Founder, Royalty Construction Talent

Ready to build your Dream Team?

Contact me today to connect with our elite candidates and see how they are already transforming construction projects nationwide



2025 CONSTRUCTION INDUSTRY SALARY & MARKET UPDATE

EXECUTIVE OVERVIEW

As we step further into 2025, the construction industry finds itself at a pivotal crossroads. Driven by renewed federal infrastructure investments, a rapidly evolving labor market, and technological advancements in project management and construction practices, compensation trends have shifted in remarkable ways. Our extensive data analysis reveals not only the current salary benchmarks but also subtle trends that point to future market shifts—trends that many overlook at first glance.

KEY TRENDS AND INSIGHTS

1. Renewed Federal Investment and Its Ripple Effects

Federal funding, bolstered by significant infrastructure initiatives, has reinvigorated construction activity nationwide. However, while these investments have driven demand for project management talent—particularly for federal and heavy civil projects—they have also tightened the talent pool. Our data shows that Federal Project Managers now command a premium compared to their Commercial counterparts, not solely due to regulatory complexities but also because of the high stakes associated with public projects. This trend is expected to continue as government projects become more complex and demand even higher levels of accountability and technical expertise.

2. Labor Shortages and the Talent Drought

A persistent shortage of skilled labor remains one of the most significant challenges in the industry. With an estimated need for hundreds of thousands of new workers over the next few years, companies are increasingly forced to compete for top talent by offering data-driven, competitive compensation packages. Companies that invest in attracting and retaining highly experienced professionals are likely to see improved project outcomes and long-term ROI.

2025 CONSTRUCTION INDUSTRY SALARY & MARKET UPDATE

3 The Impact of Technological Advancements

The integration of advanced technologies—from Building Information Modeling (BIM) and drones to AI-powered project management platforms—has redefined efficiency in construction. Project Managers who are adept at leveraging these technologies are increasingly in demand. This shift not only enhances productivity but also contributes to higher salary benchmarks, as companies value leaders who can drive digital transformation on the job site. In many regions, we're beginning to see salary premiums for PMs with specialized technical skills, a trend that will likely accelerate over the next few years.

4 Geographic and Cost-of-Living Considerations

Our analysis underscores the critical role of regional cost-of-living in shaping compensation. While nominal salaries in high-cost areas like California and New York remain robust, cost-of-living adjustments reveal a different picture. Effective purchasing power is lower in these states, prompting companies to rethink total compensation strategies. Conversely, in regions with lower living costs, even modest nominal salaries translate into strong real-value packages. This insight is vital for both employers and candidates, who must weigh salary figures against local economic realities.

5 Industry-Specific Variations and the Rise of Niche Roles

Restoration, roofing, and fire protection have emerged as key niches within the construction industry. Our data indicates that Restoration Firm Project Managers, for example, generally earn about 80% of what their standard counterparts do—reflecting lower project budgets but also unique skill sets. Meanwhile, roles in specialized sectors such as HVAC and Plumbing continue to see modest premiums due to technical requirements. These industry-specific variations call for a tailored approach to compensation, ensuring that each role is benchmarked according to its unique market conditions.

2025 CONSTRUCTION INDUSTRY SALARY & MARKET UPDATE

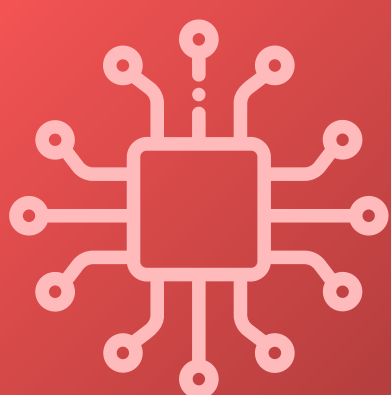
Recommendations for Employers and Candidates

FOR EMPLOYERS



INVEST IN COMPETITIVE COMPENSATION

With a tight labor market, offering data-driven and competitive total compensation packages is essential for attracting and retaining top talent. Consider the full spectrum of compensation—including bonuses and profit sharing—to differentiate your offers. Companies without competitive compensation packages struggle to find top talent, and risk losing them quickly.



EMBRACE TECHNOLOGY

Prioritize candidates with proven digital competencies. Investing in technology not only increases project efficiency but also justifies a premium in compensation for tech-savvy professionals.



TAILOR COMPENSATION STRATEGIES

Recognize the differences across regions and specialized sectors. Use localized cost-of-living adjustments to create balanced compensation packages that reflect both market demand and effective purchasing power.

2025 CONSTRUCTION INDUSTRY SALARY & MARKET UPDATE

Recommendations for Employers and Candidates

FOR CANDIDATES



LEVERAGE DATA IN NEGOTIATIONS

Use comprehensive benchmarks—like those provided in this guide—to understand your market value and negotiate effectively.



INVEST IN CONTINUOUS LEARNING

As technology reshapes the construction landscape, acquiring certifications (e.g., PMP, LEED AP, BIM proficiency) can significantly boost your earning potential.



CONSIDER GEOGRAPHIC FLEXIBILITY

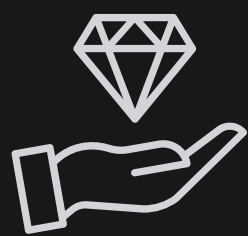
Evaluate opportunities not only by nominal salary but also by cost-of-living. A position in a lower-cost state may offer greater overall value than a higher-salary role in an expensive urban center.

2025 CONSTRUCTION INDUSTRY SALARY & MARKET UPDATE

Recommendations for Employers and Candidates

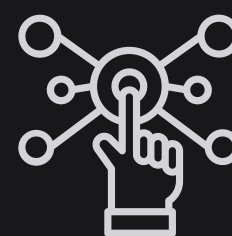
FUTURE PROJECTIONS

Looking ahead, several factors are expected to influence salary trends in the construction industry:



CONTINUED FEDERAL INVESTMENT

As federal projects become increasingly complex, the premium on specialized roles—particularly in federal project management—will likely grow.



DIGITAL TRANSFORMATION

The ongoing integration of AI, automation, and advanced analytics in construction will continue to drive demand for technically skilled project managers.



EVOLVING WORKFORCE DEMOGRAPHICS

With an aging workforce and a surge in demand for skilled labor, training and retention strategies will become even more critical—pushing companies to invest more heavily in competitive compensation.



SUSTAINABILITY AND GREEN BUILDING

As sustainable construction practices gain traction, professionals with expertise in energy efficiency, renewable energy integration, and sustainable building materials will see increased demand, potentially leading to new compensation benchmarks.

The Royalty Construction 2025 Construction Industry Salary Guide is more than just a collection of data—it's a strategic tool designed to help both employers and candidates navigate a rapidly evolving market. By providing comprehensive benchmarks, thoughtful insights, and actionable recommendations, this guide empowers you to make informed decisions that drive operational excellence and competitive advantage.

At Royalty Construction, we are committed to staying at the forefront of industry trends and delivering the data-driven insights you need to build America's elite construction teams. Whether you're an employer seeking to attract top talent or a candidate looking to negotiate your worth, our guide is your ultimate resource in the world of construction compensation.

METHODOLOGY & DISCLAIMER

Our salary estimates are the result of an extensive analysis that integrates data from multiple reputable sources and incorporates adjustments for regional and industry-specific factors. The key components of our methodology are outlined below:



DATA SOURCES

We aggregate data from leading sources, including:

- The U.S. Bureau of Labor Statistics (BLS)
- Salary.com, Glassdoor, and ZipRecruiter
- Industry-specific compensation reports and surveys
- Regional cost-of-living indices (e.g., C2ER, Numbeo)



BASELINE ESTABLISHMENT

Our starting point is the baseline salary for Commercial Project Managers, which reflects standard market rates derived from the above sources. This baseline serves as the reference point for all subsequent estimates.



ROLE-SPECIFIC ADJUSTMENTS

To capture the nuances of various construction roles (e.g., Project Managers, Superintendents, Restoration PMs, Federal PMs, etc.), we adjust the baseline data based on:

- The scope and complexity of responsibilities
- Technical or specialized expertise required
- Differences in project size, industry sector (Commercial, Residential/Multifamily, Industrial, Heavy Civil), and company scale



REGIONAL COST-OF-LIVING ADJUSTMENTS

We normalize salary estimates to reflect purchasing power parity across states. This adjustment uses reputable cost-of-living indices so that:

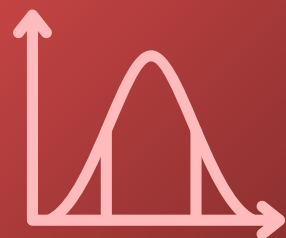
- In high-cost states, the adjusted salary figures are lower than the nominal values, representing reduced real purchasing power.
- In lower-cost states, the adjusted salary figures are higher relative to the nominal values, indicating enhanced purchasing power.

METHODOLOGY & DISCLAIMER



TOTAL COMPENSATION

In addition to base salary, our analysis considers total compensation by estimating bonus and profit-sharing components, which typically add an additional 5–10% to the base salary.



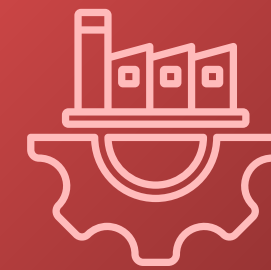
DATA INTEGRATION AND AVERAGING

For roles that span multiple industries, we compute the overall estimates (25th percentile, median, 75th percentile, and average) as an arithmetic mean of the sector-specific estimates. This holistic approach provides a balanced benchmark representative of the market as a whole.



SENSITIVITY ANALYSIS

While our estimates reflect current market conditions, we recognize that they are subject to change due to economic fluctuations, evolving industry standards, and regional market dynamics. Our methodology includes an internal sensitivity analysis to gauge how shifts in key variables (such as cost-of-living or project demand) might impact the final estimates.



INDUSTRY AND SECTOR MODIFICATIONS

Recognizing that compensation varies across different types of construction projects (e.g., restoration, roofing, HVAC, federal projects), we adjust our estimates to capture the market realities in each sector. This ensures that our data reflects:

- Varying project budgets
- Specific technical or regulatory requirements
- The competitive landscape unique to each industry segment

DISCLAIMER

The salary figures and estimates presented in this guide are provided as general benchmarks based on publicly available data and our proprietary analysis techniques. They are intended for informational purposes only and should not be construed as definitive or binding for any particular company or project. Please note the following:

- **Estimates and Variability:** The numbers in this guide are our best estimates as of early 2025. Actual compensation may vary widely based on factors such as individual qualifications, specific job responsibilities, company size, geographic location, local market conditions, and changes in economic circumstances.
- **Assumptions and Adjustments:** Our methodology involves several assumptions and adjustments to account for role-specific responsibilities, industry variations, and regional cost-of-living differences. While we strive to ensure accuracy and relevance, these adjustments are based on historical data and current market trends, which are subject to change.
- **Use as a Benchmark:** This guide is intended to serve as a benchmark and starting point for discussions on compensation. Employers and job seekers should supplement these figures with local market research and individual salary negotiations to determine fair and competitive compensation packages.
- **No Warranty:** While we have taken great care to provide reliable and accurate data, Royalty Construction Talent makes no warranty, express or implied, regarding the completeness, accuracy, or reliability of the information provided. Users of this guide assume full responsibility for any decisions based on this data.
- **Ongoing Updates:** Given the dynamic nature of the construction industry and broader economic conditions, salary benchmarks may change over time. We recommend periodic review and updates to this guide to ensure that it continues to reflect current market conditions.

PROJECT MANAGERS

Project Managers are the driving force behind successful construction projects. They coordinate planning, budgeting, scheduling, and execution to ensure that projects are completed on time, within budget, and to high-quality standards. Anyone who has been involved in a Construction project knows a chaos that is often unparalleled to other things that happen in one's life - and PMs learn to manage this chaos in order to carry out projects successfully and make our society continue advancing. In today's competitive environment, —characterized by record construction investments and not just a tight labor market— but a drought of talent— employers can't afford to not offer competitive, data-driven compensation to attract and retain top talent. Anyone who does not have what it takes to be taken seriously in this industry. If you don't offer it, we assure you, someone else will, and you will likely lose quickly. This guide provides detailed, state-by-state salary benchmarks for Project Managers across key industry sectors along with cost-of-living adjustments and total compensation estimates.

"Effective project management is the cornerstone of operational excellence. Our Project Managers combine technical expertise with strategic oversight to deliver projects that exceed expectations. In today's market, offering a competitive, well-calibrated compensation package is essential for attracting the leadership that drives success. Anyone who has ever encountered an unreliable PM knows how crucial it is to invest in the right leadership of your projects. Across different industries, having the incorrect leader can cost you up to 10 times their salary. In Construction, having the incorrect PM can cost you significantly more than that - I have seen it more than in any other industry, and it's the reason why many firms will never grow beyond their humble beginnings. This guide gives you the clarity you need—both in nominal and cost-of-living adjusted terms—to invest in the professionals who are the cornerstone of America's elite construction teams."

- Ivan Duschatzky, Founder, Royalty Construction Talent

Our comprehensive analysis of Project Manager compensation reveals significant regional and industry-specific differences. In high-cost states like California and New York, the nominal salaries are robust but, after adjusting for cost-of-living, the effective purchasing power is moderated. Conversely, in lower-cost states such as Arkansas or Oklahoma, the adjusted salary tends to be higher relative to the nominal average. Additionally, while the Commercial sector serves as the baseline, modest premiums are observed in the Residential/Multifamily, Industrial, and Heavy Civil sectors. Employers should consider comprehensive total compensation packages—including bonuses and profit sharing—which typically add an additional 5–10% to the base salary, to remain competitive.

PROJECT MANAGERS

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$80K	\$95K	\$110K	\$95K	\$95K	\$98K	\$102K	\$107K	↑ \$100K	\$105K
Alaska	\$95K	\$115K	\$132K	\$115K	\$115K	\$118K	\$122K	\$128K	↓ \$110K	\$120K
Arizona	\$87K	\$103K	\$119K	\$103K	\$103K	\$106K	\$110K	\$115K	↑ \$98K	\$108K
Arkansas	\$80K	\$95K	\$110K	\$95K	\$95K	\$98K	\$102K	\$107K	↑ \$100K	\$105K
California	\$110K	\$130K	\$150K	\$130K	\$130K	\$134K	\$138K	\$144K	↓ \$125K	\$135K
Colorado	\$105K	\$123K	\$141K	\$123K	\$123K	\$127K	\$130K	\$136K	↓ \$117K	\$128K
Connecticut	\$100K	\$118K	\$136K	\$118K	\$118K	\$122K	\$126K	\$132K	↓ \$113K	\$125K
Delaware	\$98K	\$116K	\$134K	\$116K	\$116K	\$119K	\$122K	\$128K	↓ \$111K	\$123K
Florida	\$92K	\$110K	\$128K	\$110K	\$110K	\$113K	\$117K	\$123K	↑ \$105K	\$118K
Georgia	\$90K	\$108K	\$126K	\$108K	\$108K	\$111K	\$115K	\$120K	↑ \$103K	\$115K
Hawaii	\$105K	\$123K	\$141K	\$123K	\$123K	\$126K	\$130K	\$136K	≈ \$123K	\$130K
Idaho	\$80K	\$95K	\$110K	\$95K	\$95K	\$98K	\$102K	\$107K	↑ \$100K	\$105K
Illinois	\$95K	\$112K	\$128K	\$112K	\$112K	\$115K	\$118K	\$124K	↓ \$107K	\$120K
Indiana	\$86K	\$102K	\$117K	\$102K	\$102K	\$105K	\$108K	\$113K	↓ \$97K	\$110K
Iowa	\$82K	\$97K	\$111K	\$97K	\$97K	\$100K	\$103K	\$108K	↑ \$92K	\$105K
Kansas	\$80K	\$95K	\$109K	\$95K	\$95K	\$98K	\$101K	\$106K	↑ \$90K	\$103K
Kentucky	\$78K	\$92K	\$105K	\$92K	\$92K	\$95K	\$98K	\$103K	↑ \$87K	\$100K
Louisiana	\$79K	\$94K	\$108K	\$94K	\$94K	\$97K	\$100K	\$105K	↑ \$89K	\$102K
Maine	\$85K	\$100K	\$115K	\$100K	\$100K	\$103K	\$106K	\$111K	↑ \$103K	\$108K
Maryland	\$91K	\$108K	\$124K	\$108K	\$108K	\$111K	\$114K	\$119K	↓ \$105K	\$115K
Massachusetts	\$103K	\$122K	\$140K	\$122K	\$122K	\$125K	\$128K	\$134K	↓ \$110K	\$130K
Michigan	\$87K	\$103K	\$118K	\$103K	\$103K	\$106K	\$109K	\$114K	↑ \$100K	\$105K
Minnesota	\$97K	\$115K	\$132K	\$115K	\$115K	\$118K	\$121K	\$126K	↑ \$110K	\$125K
Mississippi	\$78K	\$92K	\$105K	\$92K	\$92K	\$95K	\$98K	\$103K	↑ \$100K	\$107K
Missouri	\$82K	\$97K	\$111K	\$97K	\$97K	\$100K	\$103K	\$108K	↑ \$100K	\$105K
Montana	\$77K	\$91K	\$104K	\$91K	\$91K	\$94K	\$97K	\$102K	↑ \$95K	\$100K
Nebraska	\$79K	\$94K	\$108K	\$94K	\$94K	\$97K	\$100K	\$105K	↑ \$98K	\$102K
Nevada	\$90K	\$106K	\$122K	\$106K	\$106K	\$109K	\$112K	\$117K	↓ \$101K	\$115K
New Hampshire	\$93.5K	\$110K	\$126.5K	\$110K	\$110K	\$113K	\$116K	\$121K	↓ \$105K	\$118K
New Jersey	\$100K	\$118K	\$136K	\$118K	\$118K	\$121K	\$124K	\$130K	↓ \$110K	\$125K
New Mexico	\$78K	\$92K	\$105K	\$92K	\$92K	\$95K	\$98K	\$103K	↑ \$95K	\$100K
New York	\$106K	\$125K	\$144K	\$125K	\$125K	\$128K	\$131K	\$137K	↓ \$110K	\$132K
North Carolina	\$85K	\$100K	\$115K	\$100K	\$100K	\$103K	\$106K	\$111K	↑ \$98K	\$105K
North Dakota	\$81.6K	\$96K	\$110.4K	\$96K	\$96K	\$98K	\$100K	\$105K	↑ \$96K	\$100K
Ohio	\$85K	\$100K	\$115K	\$100K	\$85K	\$88K	\$91K	\$94K	↑ \$90K	\$103K
Oklahoma	\$79K	\$93K	\$107K	\$93K	\$79K	\$82K	\$85K	\$88K	↑ \$92K	\$95K
Oregon	\$97K	\$115K	\$132K	\$115K	\$97K	\$100K	\$103K	\$106K	↑ \$115K	\$105K
Pennsylvania	\$95K	\$112K	\$129K	\$112K	\$95K	\$98K	\$101K	\$104K	↑ \$112K	\$103K
Rhode Island	\$93.5K	\$110K	\$126.5K	\$110K	\$93.5K	\$96K	\$99K	\$102K	↑ \$110K	\$101K
South Carolina	\$79K	\$94K	\$108K	\$94K	\$79K	\$82K	\$85K	\$88K	↑ \$100K	\$98K
South Dakota	\$81.6K	\$96K	\$110.4K	\$96K	\$81.6K	\$84K	\$86K	\$89K	↑ \$96K	\$100K
Tennessee	\$80.75K	\$95K	\$109.25K	\$95K	\$80.75K	\$83K	\$86K	\$89K	↑ \$95K	\$100K
Texas	\$85K	\$100K	\$115K	\$100K	\$100K	\$103K	\$106K	\$111K	↑ \$100K	\$100K
Utah	\$78K	\$92K	\$105K	\$92K	\$78K	\$81K	\$84K	\$87K	↑ \$95K	\$92K
Vermont	\$98.6K	\$116K	\$133.4K	\$116K	\$98.6K	\$102K	\$106K	\$110K	↑ \$102K	\$105K
Virginia	\$91K	\$108K	\$124K	\$108K	\$108K	\$111K	\$114K	\$119K	↑ \$105K	\$110K
Washington	\$102K	\$120K	\$138K	\$120K	\$102K	\$105K	\$108K	\$111K	↓ \$110K	\$115K
West Virginia	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$105K	\$105K
Wisconsin	\$95K	\$112K	\$128K	\$112K	\$95K	\$98K	\$101K	\$104K	↑ \$105K	\$110K
Wyoming	\$83K	\$98K	\$112K	\$98K	\$83K	\$86K	\$89K	\$92K	↑ \$100K	\$102K

SEE OUR CANDIDATES

SENIOR
PROJECT MANAGERS

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$118K	↑ \$110K	~\$116K
Alaska	\$105K	\$127K	\$145K	\$127K	\$127K	\$130K	\$134K	\$141K	↓ \$120K	~\$132K
Arizona	\$96K	\$113K	\$131K	\$113K	\$113K	\$116K	\$121K	\$127K	≈ \$113K	~\$120K
Arkansas	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$118K	↑ \$110K	~\$116K
California	\$121K	\$144K	\$166K	\$144K	\$144K	\$149K	\$154K	\$161K	↓ \$140K	~\$150K
Colorado	\$116K	\$135K	\$155K	\$135K	\$135K	\$140K	\$143K	\$150K	↓ \$130K	~\$138K
Connecticut	\$110K	\$130K	\$150K	\$130K	\$130K	\$134K	\$139K	\$145K	↓ \$125K	~\$128K
Delaware	\$108K	\$124K	\$141K	\$124K	\$124K	\$128K	\$132K	\$138K	↓ \$120K	~\$123K
Florida	\$101K	\$121K	\$141K	\$121K	\$121K	\$125K	\$130K	\$136K	↑ \$115K	~\$129K
Georgia	\$99K	\$119K	\$138K	\$119K	\$119K	\$123K	\$127K	\$133K	↑ \$113K	~\$125K
Hawaii	\$116K	\$135K	\$155K	\$135K	\$135K	\$139K	\$143K	\$149K	≈ \$135K	~\$138K
Idaho	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$110K	~\$108K
Illinois	\$105K	\$123K	\$141K	\$123K	\$123K	\$127K	\$130K	\$136K	↓ \$117K	~\$125K
Indiana	\$95K	\$112K	\$129K	\$112K	\$112K	\$116K	\$119K	\$125K	↓ \$107K	~\$115K
Iowa	\$90K	\$107K	\$122K	\$107K	\$107K	\$110K	\$113K	\$119K	↑ \$105K	~\$110K
Kansas	\$88K	\$105K	\$120K	\$105K	\$105K	\$108K	\$111K	\$117K	↑ \$103K	~\$108K
Kentucky	\$86K	\$101K	\$116K	\$101K	\$101K	\$104K	\$108K	\$113K	↑ \$98K	~\$105K
Louisiana	\$87K	\$103K	\$119K	\$103K	\$103K	\$107K	\$110K	\$116K	↑ \$99K	~\$107K
Maine	\$94K	\$110K	\$127K	\$110K	\$110K	\$114K	\$118K	\$124K	↑ \$108K	~\$115K
Maryland	\$100K	\$119K	\$136K	\$119K	\$119K	\$123K	\$127K	\$133K	↓ \$113K	~\$120K
Massachusetts	\$114K	\$134K	\$154K	\$134K	\$134K	\$138K	\$142K	\$148K	↓ \$128K	~\$135K
Michigan	\$96K	\$113K	\$129K	\$113K	\$113K	\$117K	\$120K	\$126K	↑ \$107K	~\$115K
Minnesota	\$107K	\$127K	\$145K	\$127K	\$127K	\$131K	\$134K	\$140K	↑ \$117K	~\$125K
Mississippi	\$86K	\$101K	\$116K	\$101K	\$101K	\$104K	\$108K	\$113K	↑ \$105K	~\$108K
Missouri	\$90K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$102K	~\$110K
Montana	\$77K	\$91K	\$104K	\$91K	\$91K	\$94K	\$97K	\$102K	↑ \$95K	~\$92K
Nebraska	\$79K	\$94K	\$108K	\$94K	\$94K	\$97K	\$100K	\$105K	↑ \$98K	~\$102K
Nevada	\$90K	\$106K	\$122K	\$106K	\$106K	\$109K	\$112K	\$117K	↓ \$101K	~\$110K
New Hampshire	\$93.5K	\$110K	\$126.5K	\$110K	\$110K	\$113K	\$116K	\$121K	↓ \$105K	~\$108K
New Jersey	\$100K	\$118K	\$136K	\$118K	\$118K	\$121K	\$124K	\$130K	↓ \$110K	~\$120K
New Mexico	\$78K	\$92K	\$105K	\$92K	\$92K	\$95K	\$98K	\$103K	↑ \$95K	~\$98K
New York	\$106K	\$125K	\$144K	\$125K	\$125K	\$128K	\$131K	\$137K	↓ \$110K	~\$132K
North Carolina	\$85K	\$100K	\$115K	\$100K	\$85K	\$88K	\$91K	\$94K	↑ \$98K	~\$105K
North Dakota	\$81.6K	\$96K	\$110.4K	\$96K	\$81.6K	\$84K	\$86K	\$89K	↑ \$96K	~\$100K
Ohio	\$85K	\$100K	\$115K	\$100K	\$85K	\$88K	\$91K	\$94K	↑ \$102K	~\$103K
Oklahoma	\$79K	\$93K	\$107K	\$93K	\$79K	\$82K	\$85K	\$88K	↑ \$92K	~\$95K
Oregon	\$97K	\$115K	\$132K	\$115K	\$97K	\$100K	\$103K	\$106K	↑ \$117K	~\$115K
Pennsylvania	\$95K	\$112K	\$129K	\$112K	\$95K	\$98K	\$101K	\$104K	↑ \$112K	~\$110K
Rhode Island	\$93.5K	\$110K	\$126.5K	\$110K	\$93.5K	\$96K	\$99K	\$102K	↑ \$110K	~\$108K
South Carolina	\$79K	\$94K	\$108K	\$94K	\$79K	\$82K	\$85K	\$88K	↑ \$100K	~\$98K
South Dakota	\$81.6K	\$96K	\$110.4K	\$96K	\$81.6K	\$84K	\$86K	\$89K	↑ \$96K	~\$100K
Tennessee	\$80.75K	\$95K	\$109.25K	\$95K	\$80.75K	\$83K	\$86K	\$89K	↑ \$95K	~\$100K
Texas	\$85K	\$100K	\$115K	\$100K	\$100K	\$103K	\$106K	\$111K	↑ \$108K	~\$105K
Utah	\$78K	\$92K	\$105K	\$92K	\$78K	\$81K	\$84K	\$87K	↑ \$95K	~\$93K
Vermont	\$98.6K	\$116K	\$133.4K	\$116K	\$98.6K	\$102K	\$106K	\$110K	↑ \$102K	~\$105K
Virginia	\$91K	\$108K	\$124K	\$108K	\$91K	\$94K	\$97K	\$100K	↑ \$105K	~\$110K
Washington	\$102K	\$120K	\$138K	\$120K	\$102K	\$105K	\$108K	\$111K	↓ \$110K	~\$115K
West Virginia	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$105K	~\$105K
Wisconsin	\$95K	\$112K	\$128K	\$112K	\$95K	\$98K	\$101K	\$104K	↑ \$105K	~\$110K
Wyoming	\$83K	\$98K	\$112K	\$98K	\$83K	\$86K	\$89K	\$92K	↑ \$100K	~\$102K

TRAVELING PROJECT MANAGERS

Traveling Project Managers are dynamic professionals who not only manage project planning, budgeting, scheduling, and execution but also excel in coordinating across multiple sites and adapting to diverse project environments. Given the added demands and costs associated with travel, these roles command a premium over standard staff-level Project Manager positions. In today’s competitive market —with significant infrastructure investments and a tight talent pool—it’s crucial to offer data-driven compensation that reflects both the mobility requirements and regional cost-of-living differences.

“We consistently see firms struggle to find the right Traveling Teams—leaders who can adapt quickly and manage multi-site projects seamlessly. At Royalty Construction, we have cracked the code on recruiting for these challenging roles, with a specialized Traveling Team Group that outperforms the competition. Our expert team leverages data-driven insights and a personalized approach to secure top-tier traveling professionals, ensuring you have the dynamic talent necessary to drive your projects forward.”

- Ivan Duschatzky, Founder, Royalty Construction Talent

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$118K	↑ \$110K	~\$116K
Alaska	\$105K	\$127K	\$145K	\$127K	\$127K	\$130K	\$134K	\$141K	↓ \$120K	~\$132K
Arizona	\$96K	\$113K	\$131K	\$113K	\$113K	\$116K	\$121K	\$127K	≈ \$113K	~\$120K
Arkansas	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$118K	↑ \$110K	~\$116K
California	\$121K	\$143K	\$165K	\$143K	\$143K	\$147K	\$152K	\$158K	↓ \$135K	~\$150K
Colorado	\$105K	\$135K	\$156K	\$135K	\$135K	\$139K	\$143K	\$150K	↓ \$125K	~\$140K
Connecticut	\$100K	\$130K	\$150K	\$130K	\$130K	\$134K	\$139K	\$145K	↓ \$125K	~\$128K
Delaware	\$98K	\$116K	\$134K	\$116K	\$116K	\$119K	\$122K	\$128K	↓ \$120K	~\$123K
Florida	\$92K	\$121K	\$141K	\$121K	\$121K	\$125K	\$130K	\$136K	↑ \$115K	~\$129K
Georgia	\$90K	\$108K	\$126K	\$108K	\$108K	\$111K	\$115K	\$120K	↑ \$103K	~\$115K
Hawaii	\$105K	\$123K	\$141K	\$123K	\$123K	\$126K	\$130K	\$136K	≈ \$123K	~\$128K
Idaho	\$80K	\$95K	\$110K	\$95K	\$95K	\$98K	\$102K	\$107K	↑ \$100K	~\$105K
Illinois	\$95K	\$112K	\$128K	\$112K	\$112K	\$115K	\$118K	\$124K	↓ \$107K	~\$120K
Indiana	\$86K	\$102K	\$117K	\$102K	\$102K	\$105K	\$108K	\$113K	↓ \$97K	~\$110K
Iowa	\$82K	\$97K	\$111K	\$97K	\$97K	\$100K	\$103K	\$108K	↑ \$92K	~\$105K
Kansas	\$80K	\$95K	\$109K	\$95K	\$95K	\$98K	\$101K	\$106K	↑ \$90K	~\$103K
Kentucky	\$78K	\$92K	\$105K	\$92K	\$92K	\$95K	\$98K	\$103K	↑ \$87K	~\$100K
Louisiana	\$79K	\$94K	\$108K	\$94K	\$94K	\$97K	\$100K	\$105K	↑ \$89K	~\$107K
Maine	\$85K	\$100K	\$115K	\$100K	\$100K	\$103K	\$106K	\$111K	↑ \$103K	~\$108K
Maryland	\$91K	\$108K	\$124K	\$108K	\$108K	\$111K	\$114K	\$119K	↓ \$105K	~\$115K
Massachusetts	\$103K	\$122K	\$140K	\$122K	\$122K	\$125K	\$128K	\$134K	↓ \$110K	~\$130K
Michigan	\$87K	\$103K	\$118K	\$103K	\$103K	\$106K	\$109K	\$114K	↑ \$100K	~\$105K
Minnesota	\$97K	\$115K	\$132K	\$115K	\$115K	\$118K	\$121K	\$126K	↑ \$110K	~\$125K

TRAVELING PROJECT MANAGERS

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Mississippi	\$78K	\$92K	\$105K	\$92K	\$92K	\$95K	\$98K	\$103K	↑ \$100K	~\$107K
Missouri	\$82K	\$97K	\$111K	\$97K	\$97K	\$100K	\$103K	\$108K	↑ \$100K	~\$105K
Montana	\$77K	\$91K	\$104K	\$91K	\$91K	\$94K	\$97K	\$102K	↑ \$95K	~\$92K
Nebraska	\$79K	\$94K	\$108K	\$94K	\$94K	\$97K	\$100K	\$105K	↑ \$98K	~\$102K
Nevada	\$90K	\$106K	\$122K	\$106K	\$106K	\$109K	\$112K	\$117K	↓ \$101K	~\$110K
New Hampshire	\$93.5K	\$110K	\$126.5K	\$110K	\$110K	\$113K	\$116K	\$121K	↓ \$105K	~\$108K
New Jersey	\$100K	\$118K	\$136K	\$118K	\$118K	\$121K	\$124K	\$130K	↓ \$110K	~\$120K
New Mexico	\$78K	\$92K	\$105K	\$92K	\$92K	\$95K	\$98K	\$103K	↑ \$95K	~\$98K
New York	\$106K	\$125K	\$144K	\$125K	\$125K	\$128K	\$131K	\$137K	↓ \$110K	~\$132K
North Carolina	\$85K	\$100K	\$115K	\$100K	\$85K	\$88K	\$91K	\$94K	↑ \$98K	~\$105K
North Dakota	\$81.6K	\$96K	\$110.4K	\$96K	\$96K	\$98K	\$100K	\$105K	↑ \$96K	~\$100K
Ohio	\$85K	\$100K	\$115K	\$100K	\$85K	\$88K	\$91K	\$94K	↑ \$102K	~\$103K
Oklahoma	\$79K	\$93K	\$107K	\$93K	\$79K	\$82K	\$85K	\$88K	↑ \$92K	~\$95K
Oregon	\$97K	\$115K	\$132K	\$115K	\$97K	\$100K	\$103K	\$106K	↑ \$117K	~\$115K
Pennsylvania	\$95K	\$112K	\$129K	\$112K	\$95K	\$98K	\$101K	\$104K	↑ \$112K	~\$110K
Rhode Island	\$93.5K	\$110K	\$126.5K	\$110K	\$93.5K	\$96K	\$99K	\$102K	↑ \$110K	~\$108K
South Carolina	\$79K	\$94K	\$108K	\$94K	\$79K	\$82K	\$85K	\$88K	↑ \$100K	~\$98K
South Dakota	\$81.6K	\$96K	\$110.4K	\$96K	\$81.6K	\$84K	\$86K	\$89K	↑ \$96K	~\$100K
Tennessee	\$80.75K	\$95K	\$109.25K	\$95K	\$80.75K	\$83K	\$86K	\$89K	↑ \$95K	~\$100K
Texas	\$85K	\$100K	\$115K	\$100K	\$100K	\$103K	\$106K	\$111K	↑ \$108K	~\$105K
Utah	\$78K	\$92K	\$105K	\$92K	\$78K	\$81K	\$84K	\$87K	↑ \$95K	~\$93K
Vermont	\$98.6K	\$116K	\$133.4K	\$116K	\$98.6K	\$102K	\$106K	\$110K	↑ \$102K	~\$105K
Virginia	\$91K	\$108K	\$124K	\$108K	\$91K	\$94K	\$97K	\$100K	↑ \$105K	~\$110K
Washington	\$102K	\$120K	\$138K	\$120K	\$102K	\$105K	\$108K	\$111K	↓ \$110K	~\$115K
West Virginia	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$105K	~\$105K
Wisconsin	\$95K	\$112K	\$128K	\$112K	\$95K	\$98K	\$101K	\$104K	↑ \$105K	~\$110K
Wyoming	\$83K	\$98K	\$112K	\$98K	\$83K	\$86K	\$89K	\$92K	↑ \$100K	~\$102K

FEDERAL PROJECT MANAGERS

Below is our estimated table for Federal Firm Project Managers across all 50 states. Please note that there is a large variety of Federal Projects, including those geared towards large infrastructure projects (such as D.O.T. projects like highways, bridges, airports, federal facility projects like government buildings and military installations, and large-scale public works projects like water treatment plants and energy facilities). These roles demand not only traditional project management skills but also a deep understanding of federal regulations, compliance, and the unique operational challenges that come with government-funded initiatives.

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$101K	\$121K	\$141K	\$121K	↑ \$116K	~\$127K
Alaska	\$115K	\$137K	\$159K	\$137K	↓ \$131K	~\$148K
Arizona	\$105K	\$127K	\$149K	\$127K	≈ \$127K	~\$137K
Arkansas	\$101K	\$121K	\$141K	\$121K	↑ \$116K	~\$127K
California	\$127K	\$151K	\$175K	\$151K	↓ \$141K	~\$161K
Colorado	\$122K	\$146K	\$170K	\$146K	↓ \$139K	~\$157K
Connecticut	\$117K	\$139K	\$161K	\$139K	↓ \$133K	~\$153K
Delaware	\$115K	\$137K	\$159K	\$137K	↓ \$131K	~\$148K
Florida	\$105K	\$127K	\$149K	\$127K	↑ \$123K	~\$137K
Georgia	\$107K	\$129K	\$151K	\$129K	↑ \$125K	~\$137K
Hawaii	\$112K	\$132K	\$152K	\$132K	≈ \$132K	~\$138K
Idaho	\$105K	\$127K	\$149K	\$127K	↑ \$123K	~\$137K
Illinois	\$115K	\$137K	\$159K	\$137K	↓ \$133K	~\$148K
Indiana	\$112K	\$134K	\$156K	\$134K	↓ \$128K	~\$141K
Iowa	\$110K	\$132K	\$154K	\$132K	↑ \$126K	~\$139K
Kansas	\$110K	\$132K	\$154K	\$132K	↑ \$126K	~\$139K
Kentucky	\$107K	\$129K	\$151K	\$129K	↑ \$124K	~\$136K
Louisiana	\$108K	\$130K	\$152K	\$130K	↑ \$125K	~\$137K
Maine	\$112K	\$134K	\$156K	\$134K	↑ \$128K	~\$142K
Maryland	\$115K	\$137K	\$159K	\$137K	↓ \$133K	~\$148K
Massachusetts	\$120K	\$142K	\$164K	\$142K	↓ \$136K	~\$155K
Michigan	\$115K	\$137K	\$159K	\$137K	↑ \$133K	~\$148K
Minnesota	\$120K	\$142K	\$164K	\$142K	↑ \$137K	~\$155K

FEDERAL PROJECT MANAGERS

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Mississippi	\$108K	\$130K	\$152K	\$130K	↑ \$125K	~\$137K
Missouri	\$110K	\$132K	\$154K	\$132K	↑ \$127K	~\$139K
Montana	\$105K	\$127K	\$149K	\$127K	↑ \$122K	~\$137K
Nebraska	\$108K	\$132K	\$154K	\$132K	↑ \$128K	~\$139K
Nevada	\$115K	\$137K	\$159K	\$137K	↓ \$131K	~\$148K
New Hampshire	\$117K	\$141K	\$163K	\$141K	↓ \$135K	~\$156K
New Jersey	\$120K	\$144K	\$168K	\$144K	↓ \$138K	~\$157K
New Mexico	\$110K	\$132K	\$154K	\$132K	↑ \$126K	~\$139K
New York	\$125K	\$151K	\$177K	\$151K	↓ \$141K	~\$166K
North Carolina	\$118K	\$140K	\$162K	\$140K	↑ \$134K	~\$153K
North Dakota	\$115K	\$137K	\$159K	\$137K	↑ \$131K	~\$148K
Ohio	\$118K	\$140K	\$162K	\$140K	↑ \$134K	~\$153K
Oklahoma	\$115K	\$137K	\$159K	\$137K	↑ \$131K	~\$148K
Oregon	\$125K	\$148K	\$171K	\$148K	↑ \$141K	~\$159K
Pennsylvania	\$118K	\$140K	\$162K	\$140K	↑ \$134K	~\$153K
Rhode Island	\$118K	\$140K	\$162K	\$140K	↑ \$134K	~\$153K
South Carolina	\$115K	\$137K	\$159K	\$137K	↑ \$131K	~\$148K
South Dakota	\$115K	\$137K	\$159K	\$137K	↑ \$131K	~\$148K
Tennessee	\$115K	\$137K	\$159K	\$137K	↑ \$131K	~\$148K
Texas	\$120K	\$144K	\$168K	\$144K	↑ \$138K	~\$157K
Utah	\$118K	\$142K	\$166K	\$142K	↑ \$136K	~\$155K
Vermont	\$120K	\$144K	\$168K	\$144K	↑ \$138K	~\$157K
Virginia	\$120K	\$144K	\$168K	\$144K	↑ \$138K	~\$157K
Washington	\$125K	\$148K	\$171K	\$148K	↓ \$141K	~\$159K
West Virginia	\$120K	\$144K	\$168K	\$144K	↑ \$138K	~\$157K
Wisconsin	\$120K	\$144K	\$168K	\$144K	↑ \$138K	~\$157K
Wyoming	\$115K	\$137K	\$159K	\$137K	↑ \$131K	~\$148K

ASSISTANT PROJECT MANAGERS

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$56K	\$67K	\$77K	\$67K	\$67K	\$69K	\$71K	\$75K	↑ \$70K	~\$74K
Alaska	\$67K	\$81K	\$92K	\$81K	\$81K	\$83K	\$85K	\$90K	↓ \$77K	~\$84K
Arizona	\$61K	\$72K	\$77K	\$72K	\$72K	\$74K	\$77K	\$81K	≈ \$72K	~\$72K
Arkansas	\$56K	\$67K	\$77K	\$67K	\$67K	\$69K	\$71K	\$75K	↑ \$70K	~\$74K
California	\$77K	\$91K	\$105K	\$91K	\$91K	\$95K	\$97K	\$101K	↓ \$91K	~\$95K
Colorado	\$74K	\$86K	\$99K	\$86K	\$86K	\$90K	\$92K	\$98K	↓ \$86K	~\$90K
Connecticut	\$60K	\$83K	\$92K	\$83K	\$83K	\$86K	\$89K	\$94K	↓ \$82K	~\$85K
Delaware	\$56K	\$81K	\$92K	\$81K	\$81K	\$83K	\$86K	\$89K	↓ \$80K	~\$84K
Florida	\$61K	\$72K	\$77K	\$72K	\$72K	\$75K	\$77K	\$81K	↑ \$74K	~\$76K
Georgia	\$59K	\$69K	\$77K	\$69K	\$69K	\$72K	\$75K	\$78K	↑ \$71K	~\$74K
Hawaii	\$63K	\$76K	\$88K	\$76K	\$76K	\$78K	\$80K	\$83K	≈ \$76K	~\$78K
Idaho	\$56K	\$67K	\$77K	\$67K	\$67K	\$69K	\$71K	\$75K	↑ \$70K	~\$74K
Illinois	\$67K	\$79K	\$89K	\$79K	\$79K	\$81K	\$83K	\$89K	↓ \$76K	~\$78K
Indiana	\$60K	\$71K	\$77K	\$71K	\$71K	\$74K	\$76K	\$80K	↓ \$70K	~\$72K
Iowa	\$57K	\$68K	\$77K	\$68K	\$68K	\$70K	\$73K	\$77K	↑ \$64K	~\$66K
Kansas	\$56K	\$67K	\$77K	\$67K	\$67K	\$69K	\$71K	\$75K	↑ \$60K	~\$63K
Kentucky	\$55K	\$64K	\$73K	\$64K	\$64K	\$66K	\$69K	\$71K	↑ \$59K	~\$62K
Louisiana	\$56K	\$64K	\$73K	\$64K	\$64K	\$66K	\$69K	\$71K	↑ \$60K	~\$63K
Maine	\$60K	\$70K	\$81K	\$70K	\$70K	\$72K	\$75K	\$78K	↑ \$64K	~\$68K
Maryland	\$61K	\$67K	\$77K	\$67K	\$67K	\$70K	\$73K	\$76K	↓ \$62K	~\$65K
Massachusetts	\$64K	\$69K	\$77K	\$69K	\$69K	\$72K	\$75K	\$78K	↓ \$65K	~\$68K
Michigan	\$61K	\$68K	\$77K	\$68K	\$68K	\$70K	\$73K	\$76K	↑ \$65K	~\$68K
Minnesota	\$68K	\$79K	\$89K	\$79K	\$79K	\$82K	\$85K	\$89K	↑ \$73K	~\$75K
Mississippi	\$49K	\$64K	\$78K	\$64K	\$64K	\$66K	\$69K	\$73K	↑ \$55K	~\$56K
Missouri	\$56K	\$67K	\$77K	\$67K	\$67K	\$69K	\$71K	\$75K	↑ \$60K	~\$63K
Montana	\$54K	\$64K	\$73K	\$64K	\$54K	\$56K	\$58K	\$60K	↑ \$58K	~\$60K
Nebraska	\$56K	\$66K	\$75K	\$66K	\$56K	\$57K	\$60K	\$63K	↑ \$60K	~\$63K
Nevada	\$63K	\$74K	\$84K	\$74K	\$63K	\$65K	\$67K	\$70K	↓ \$64K	~\$68K
New Hampshire	\$60K	\$66K	\$77K	\$66K	\$60K	\$62K	\$64K	\$67K	↓ \$62K	~\$64K
New Jersey	\$64K	\$69K	\$77K	\$69K	\$64K	\$66K	\$68K	\$70K	↓ \$65K	~\$68K
New Mexico	\$56K	\$67K	\$77K	\$67K	\$56K	\$58K	\$60K	\$61K	↑ \$60K	~\$63K
New York	\$70K	\$88K	\$105K	\$88K	\$70K	\$73K	\$75K	\$77K	↓ \$70K	~\$77K
North Carolina	\$56K	\$67K	\$77K	\$67K	\$56K	\$58K	\$60K	\$61K	↑ \$60K	~\$63K
North Dakota	\$57K	\$68K	\$77K	\$68K	\$57K	\$60K	\$63K	\$66K	↑ \$62K	~\$64K
Ohio	\$56K	\$67K	\$77K	\$67K	\$56K	\$58K	\$60K	\$61K	↑ \$60K	~\$63K
Oklahoma	\$56K	\$67K	\$77K	\$67K	\$56K	\$58K	\$60K	\$61K	↑ \$60K	~\$63K
Oregon	\$61K	\$74K	\$87K	\$74K	\$61K	\$64K	\$67K	\$70K	↑ \$68K	~\$72K
Pennsylvania	\$56K	\$67K	\$77K	\$67K	\$56K	\$58K	\$60K	\$61K	↑ \$60K	~\$63K
Rhode Island	\$60K	\$67K	\$77K	\$67K	\$60K	\$62K	\$64K	\$66K	↑ \$62K	~\$64K
South Carolina	\$56K	\$67K	\$77K	\$67K	\$56K	\$58K	\$60K	\$61K	↑ \$60K	~\$63K
South Dakota	\$57K	\$68K	\$77K	\$68K	\$57K	\$60K	\$63K	\$66K	↑ \$62K	~\$64K
Tennessee	\$57K	\$68K	\$77K	\$68K	\$57K	\$60K	\$63K	\$66K	↑ \$62K	~\$64K
Texas	\$56K	\$67K	\$77K	\$67K	\$56K	\$58K	\$60K	\$61K	↑ \$60K	~\$63K
Utah	\$56K	\$67K	\$77K	\$67K	\$56K	\$58K	\$60K	\$61K	↑ \$60K	~\$63K
Vermont	\$60K	\$70K	\$81K	\$70K	\$60K	\$62K	\$64K	\$67K	↑ \$64K	~\$68K
Virginia	\$56K	\$67K	\$77K	\$67K	\$56K	\$58K	\$60K	\$61K	↑ \$60K	~\$63K
Washington	\$61K	\$74K	\$87K	\$74K	\$61K	\$64K	\$67K	\$70K	↓ \$61K	~\$68K
West Virginia	\$56K	\$67K	\$77K	\$67K	\$56K	\$58K	\$60K	\$61K	↑ \$60K	~\$63K
Wisconsin	\$56K	\$67K	\$77K	\$67K	\$56K	\$58K	\$60K	\$61K	↑ \$60K	~\$63K
Wyoming	\$55K	\$67K	\$77K	\$67K	\$55K	\$57K	\$60K	\$62K	↑ \$60K	~\$63K

CONSTRUCTION DIRECTORS

Construction Directors are the visionary leaders who manage multiple project teams, ensuring that complex construction initiatives are executed efficiently, safely, and profitably. Their extensive experience and strategic oversight drive operational success and long-term growth. In today’s competitive market—characterized by escalating infrastructure investments and tight labor supply—offering data-driven, competitive compensation for Construction Directors is a strategic imperative. This guide provides comprehensive, state-by-state salary benchmarks for Construction Directors across four key industry sectors (Commercial, Residential, Industrial, Heavy Civil), including cost-of-living adjustments and total compensation estimates.

"Construction Directors and VPs are the strategic visionaries who transform complex projects into successful operations. Their ability to manage diverse teams across multiple sites and ensure projects not only meet but exceed quality and safety standards makes them indispensable. In today’s market, competitive compensation for these executive roles is not merely an expense—it’s the most critical investment in your company’s future. Hiring the wrong leader can cost you millions, as I witnessed firsthand when a major real estate developer’s multimillion-dollar projects were stalled for months due to a Construction Director whose poor leadership and high turnover created chaos on every level. You need to get this one right!"

- Ivan Duschatzky, Founder, Royalty Construction Talent

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$109K	\$129K	\$148K	\$129K	\$129K	\$133K	\$137K	\$142K	↑ \$135K	\$130K
Alaska	\$132K	\$156K	\$180K	\$156K	\$156K	\$160K	\$165K	\$170K	↓ \$150K	\$160K
Arizona	\$121K	\$142K	\$164K	\$142K	\$142K	\$146K	\$151K	\$157K	≈ \$142K	\$145K
Arkansas	\$109K	\$129K	\$148K	\$129K	\$129K	\$133K	\$137K	\$142K	↑ \$132K	\$130K
California	\$150K	\$176K	\$203K	\$176K	\$176K	\$180K	\$185K	\$191K	↓ \$160K	\$165K
Colorado	\$140K	\$164K	\$192K	\$164K	\$164K	\$168K	\$174K	\$180K	↓ \$170K	\$165K
Connecticut	\$136K	\$160K	\$188K	\$160K	\$160K	\$164K	\$169K	\$175K	↓ \$165K	\$160K
Delaware	\$133K	\$157K	\$185K	\$157K	\$157K	\$161K	\$166K	\$172K	↓ \$163K	\$158K
Florida	\$130K	\$155K	\$183K	\$155K	\$155K	\$159K	\$164K	\$170K	↑ \$165K	\$160K
Georgia	\$128K	\$153K	\$181K	\$153K	\$153K	\$157K	\$162K	\$168K	↑ \$163K	\$158K
Hawaii	\$138K	\$164K	\$193K	\$164K	\$164K	\$168K	\$173K	\$179K	≈ \$164K	\$168K
Idaho	\$125K	\$150K	\$178K	\$150K	\$150K	\$154K	\$159K	\$165K	↑ \$155K	\$150K
Illinois	\$136K	\$160K	\$188K	\$160K	\$160K	\$164K	\$169K	\$175K	↓ \$165K	\$160K
Indiana	\$130K	\$155K	\$183K	\$155K	\$155K	\$159K	\$164K	\$170K	↓ \$163K	\$158K
Iowa	\$128K	\$153K	\$181K	\$153K	\$153K	\$157K	\$162K	\$168K	↑ \$163K	\$158K

CONSTRUCTION DIRECTORS

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Kansas	\$128K	\$153K	\$181K	\$153K	\$153K	\$157K	\$162K	\$168K	↑ \$163K	\$158K
Kentucky	\$126K	\$151K	\$178K	\$151K	\$151K	\$155K	\$160K	\$166K	↑ \$160K	\$155K
Louisiana	\$127K	\$152K	\$179K	\$152K	\$152K	\$156K	\$161K	\$167K	↑ \$162K	\$157K
Maine	\$132K	\$157K	\$185K	\$157K	\$157K	\$161K	\$166K	\$172K	↑ \$168K	\$163K
Maryland	\$136K	\$160K	\$188K	\$160K	\$160K	\$164K	\$169K	\$175K	↓ \$165K	\$160K
Massachusetts	\$144K	\$168K	\$196K	\$168K	\$168K	\$172K	\$177K	\$183K	↓ \$173K	\$170K
Michigan	\$136K	\$160K	\$188K	\$160K	\$160K	\$164K	\$169K	\$175K	↑ \$165K	\$160K
Minnesota	\$144K	\$168K	\$196K	\$168K	\$168K	\$172K	\$177K	\$183K	↑ \$173K	\$170K
Mississippi	\$128K	\$153K	\$181K	\$153K	\$153K	\$157K	\$162K	\$168K	↑ \$163K	\$158K
Missouri	\$128K	\$153K	\$181K	\$153K	\$153K	\$157K	\$162K	\$168K	↑ \$163K	\$158K
Montana	\$122K	\$146K	\$174K	\$146K	\$146K	\$150K	\$155K	\$161K	↑ \$150K	\$145K
Nebraska	\$124K	\$148K	\$176K	\$148K	\$148K	\$152K	\$157K	\$163K	↑ \$153K	\$148K
Nevada	\$130K	\$156K	\$184K	\$156K	\$156K	\$160K	\$165K	\$171K	↓ \$161K	\$156K
New Hampshire	\$133K	\$157K	\$185K	\$157K	\$157K	\$161K	\$166K	\$172K	↓ \$168K	\$163K
New Jersey	\$136K	\$160K	\$188K	\$160K	\$160K	\$164K	\$169K	\$175K	↓ \$165K	\$160K
New Mexico	\$124K	\$148K	\$176K	\$148K	\$148K	\$152K	\$157K	\$163K	↑ \$153K	\$148K
New York	\$140K	\$165K	\$192K	\$165K	\$165K	\$169K	\$174K	\$180K	↓ \$170K	\$165K
North Carolina	\$128K	\$153K	\$181K	\$153K	\$153K	\$157K	\$162K	\$168K	↑ \$163K	\$158K
North Dakota	\$124K	\$148K	\$176K	\$148K	\$148K	\$152K	\$157K	\$163K	↑ \$153K	\$148K
Ohio	\$128K	\$153K	\$181K	\$153K	\$153K	\$157K	\$162K	\$168K	↑ \$163K	\$158K
Oklahoma	\$124K	\$148K	\$176K	\$148K	\$148K	\$152K	\$157K	\$163K	↑ \$153K	\$148K
Oregon	\$132K	\$157K	\$185K	\$157K	\$157K	\$161K	\$166K	\$172K	↑ \$168K	\$163K
Pennsylvania	\$130K	\$156K	\$183K	\$156K	\$156K	\$160K	\$165K	\$171K	↑ \$161K	\$156K
Rhode Island	\$128K	\$154K	\$181K	\$154K	\$154K	\$158K	\$163K	\$169K	↑ \$159K	\$154K
South Carolina	\$124K	\$148K	\$175K	\$148K	\$148K	\$152K	\$157K	\$163K	↑ \$153K	\$148K
South Dakota	\$124K	\$148K	\$176K	\$148K	\$148K	\$152K	\$157K	\$163K	↑ \$153K	\$148K
Tennessee	\$124K	\$148K	\$176K	\$148K	\$148K	\$152K	\$157K	\$163K	↑ \$153K	\$148K
Texas	\$128K	\$153K	\$181K	\$153K	\$153K	\$157K	\$162K	\$168K	↑ \$163K	\$158K
Utah	\$124K	\$148K	\$176K	\$148K	\$148K	\$152K	\$157K	\$163K	↑ \$153K	\$148K
Vermont	\$136K	\$160K	\$188K	\$160K	\$160K	\$164K	\$169K	\$175K	↑ \$165K	\$160K
Virginia	\$130K	\$155K	\$182K	\$155K	\$155K	\$159K	\$164K	\$170K	↑ \$160K	\$155K
Washington	\$112K	\$132K	\$151K	\$132K	\$112K	\$115K	\$118K	\$123K	↓ \$115K	\$112K
West Virginia	\$128K	\$153K	\$171K	\$153K	\$153K	\$157K	\$162K	\$167K	↑ \$159K	\$155K
Wisconsin	\$130K	\$147K	\$165K	\$147K	\$147K	\$151K	\$155K	\$161K	↑ \$153K	\$150K
Wyoming	\$126K	\$142K	\$159K	\$142K	\$142K	\$146K	\$150K	\$156K	↑ \$148K	\$145K

CONSTRUCTION VICE PRESIDENTS

"Construction Directors and VPs are the strategic visionaries who transform complex projects into successful operations. Their ability to manage diverse teams across multiple sites and ensure projects not only meet but exceed quality and safety standards makes them indispensable. In today's market, competitive compensation for these executive roles is not merely an expense—it's the most critical investment in your company's future. Hiring the wrong leader can cost you millions, as I witnessed firsthand when a major real estate developer's multimillion-dollar projects were stalled for months due to a Construction Director whose poor leadership and high turnover created chaos on every level. You need to get this one right!"

- Ivan Duschatzky, Founder, Royalty Construction Talent

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$120K	\$142K	\$163K	\$142K	\$142K	\$146K	\$150K	\$156K	↑ \$148K	\$145K
Alaska	\$145K	\$171K	\$198K	\$171K	\$171K	\$176K	\$182K	\$187K	↓ \$165K	\$176K
Arizona	\$108K	\$120K	\$132K	\$120K	\$120K	\$124K	\$128K	\$134K	≈ \$120K	\$124K
Arkansas	\$120K	\$142K	\$163K	\$142K	\$142K	\$146K	\$150K	\$156K	↑ \$148K	\$145K
California	\$165K	\$195K	\$225K	\$195K	\$195K	\$200K	\$205K	\$212K	↓ \$160K	\$180K
Colorado	\$154K	\$180K	\$210K	\$180K	\$180K	\$185K	\$190K	\$198K	↓ \$170K	\$175K
Connecticut	\$150K	\$174K	\$198K	\$174K	\$174K	\$178K	\$182K	\$190K	↓ \$165K	\$180K
Delaware	\$148K	\$172K	\$196K	\$172K	\$172K	\$176K	\$180K	\$188K	↓ \$168K	\$175K
Florida	\$143K	\$165K	\$188K	\$165K	\$165K	\$169K	\$174K	\$182K	↑ \$165K	\$170K
Georgia	\$141K	\$163K	\$186K	\$163K	\$163K	\$167K	\$172K	\$180K	↑ \$160K	\$168K
Hawaii	\$154K	\$180K	\$210K	\$180K	\$180K	\$184K	\$188K	\$196K	≈ \$180K	\$185K
Idaho	\$140K	\$165K	\$195K	\$165K	\$165K	\$169K	\$174K	\$182K	↑ \$170K	\$168K
Illinois	\$150K	\$174K	\$198K	\$174K	\$174K	\$178K	\$182K	\$190K	↓ \$165K	\$180K
Indiana	\$144K	\$165K	\$195K	\$165K	\$165K	\$169K	\$174K	\$182K	↓ \$160K	\$175K
Iowa	\$140K	\$165K	\$195K	\$165K	\$165K	\$169K	\$174K	\$182K	↑ \$163K	\$170K
Kansas	\$140K	\$165K	\$195K	\$165K	\$165K	\$169K	\$174K	\$182K	↑ \$163K	\$170K
Kentucky	\$136K	\$155K	\$182K	\$155K	\$155K	\$159K	\$164K	\$171K	↑ \$160K	\$165K
Louisiana	\$137K	\$157K	\$184K	\$157K	\$157K	\$161K	\$166K	\$173K	↑ \$162K	\$157K
Maine	\$142K	\$167K	\$195K	\$167K	\$167K	\$171K	\$176K	\$182K	↑ \$168K	\$163K
Maryland	\$136K	\$160K	\$188K	\$160K	\$160K	\$164K	\$169K	\$175K	↓ \$165K	\$160K
Massachusetts	\$144K	\$168K	\$196K	\$168K	\$168K	\$172K	\$177K	\$183K	↓ \$173K	\$170K
Michigan	\$136K	\$160K	\$188K	\$160K	\$160K	\$164K	\$169K	\$175K	↑ \$165K	\$160K
Minnesota	\$144K	\$168K	\$196K	\$168K	\$168K	\$172K	\$177K	\$183K	↑ \$173K	\$170K

CONSTRUCTION VICE PRESIDENTS

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Mississippi	\$128K	\$153K	\$181K	\$153K	\$153K	\$157K	\$162K	\$168K	↑ \$163K	\$158K
Missouri	\$128K	\$153K	\$181K	\$153K	\$153K	\$157K	\$162K	\$168K	↑ \$163K	\$158K
Montana	\$122K	\$146K	\$174K	\$146K	\$146K	\$150K	\$155K	\$161K	↑ \$150K	\$145K
Nebraska	\$124K	\$148K	\$176K	\$148K	\$148K	\$152K	\$157K	\$163K	↑ \$153K	\$148K
Nevada	\$130K	\$156K	\$184K	\$156K	\$156K	\$160K	\$165K	\$171K	↓ \$161K	\$156K
New Hampshire	\$133K	\$157K	\$185K	\$157K	\$157K	\$161K	\$166K	\$172K	↓ \$168K	\$163K
New Jersey	\$136K	\$160K	\$188K	\$160K	\$160K	\$164K	\$169K	\$175K	↓ \$165K	\$160K
New Mexico	\$124K	\$148K	\$176K	\$148K	\$148K	\$152K	\$157K	\$163K	↑ \$153K	\$148K
New York	\$140K	\$165K	\$192K	\$165K	\$165K	\$169K	\$174K	\$180K	↓ \$170K	\$165K
North Carolina	\$128K	\$153K	\$181K	\$153K	\$153K	\$157K	\$162K	\$168K	↑ \$163K	\$158K
North Dakota	\$124K	\$148K	\$176K	\$148K	\$148K	\$152K	\$157K	\$163K	↑ \$153K	\$148K
Ohio	\$128K	\$153K	\$181K	\$153K	\$153K	\$157K	\$162K	\$168K	↑ \$163K	\$158K
Oklahoma	\$124K	\$148K	\$176K	\$148K	\$148K	\$152K	\$157K	\$163K	↑ \$153K	\$148K
Oregon	\$132K	\$157K	\$185K	\$157K	\$157K	\$161K	\$166K	\$172K	↑ \$168K	\$163K
Pennsylvania	\$130K	\$156K	\$183K	\$156K	\$156K	\$160K	\$165K	\$171K	↑ \$161K	\$156K
Rhode Island	\$128K	\$154K	\$181K	\$154K	\$154K	\$158K	\$163K	\$169K	↑ \$159K	\$154K
South Carolina	\$124K	\$148K	\$175K	\$148K	\$148K	\$152K	\$157K	\$163K	↑ \$153K	\$148K
South Dakota	\$124K	\$148K	\$176K	\$148K	\$148K	\$152K	\$157K	\$163K	↑ \$153K	\$148K
Tennessee	\$124K	\$148K	\$176K	\$148K	\$148K	\$152K	\$157K	\$163K	↑ \$153K	\$148K
Texas	\$128K	\$153K	\$181K	\$153K	\$153K	\$157K	\$162K	\$168K	↑ \$163K	\$158K
Utah	\$124K	\$148K	\$176K	\$148K	\$148K	\$152K	\$157K	\$163K	↑ \$153K	\$148K
Vermont	\$136K	\$160K	\$188K	\$160K	\$160K	\$164K	\$169K	\$175K	↑ \$165K	\$160K
Virginia	\$130K	\$155K	\$182K	\$155K	\$155K	\$159K	\$164K	\$170K	↑ \$160K	\$155K
Washington	\$112K	\$132K	\$151K	\$132K	\$112K	\$115K	\$118K	\$123K	↓ \$115K	\$112K
West Virginia	\$128K	\$153K	\$171K	\$153K	\$153K	\$157K	\$162K	\$167K	↑ \$159K	\$155K
Wisconsin	\$130K	\$147K	\$165K	\$147K	\$147K	\$151K	\$155K	\$161K	↑ \$153K	\$150K
Wyoming	\$126K	\$142K	\$159K	\$142K	\$142K	\$146K	\$150K	\$156K	↑ \$148K	\$145K

SUPERINTENDENTS

In today's competitive construction environment, strong on-site leadership is essential. Superintendents ensure that projects are executed safely, on time, and within budget. With record infrastructure spending and a tightening labor market, offering competitive compensation for superintendent roles is a strategic necessity. This guide provides comprehensive, state-by-state salary benchmarks for every major superintendent role—from Staff-level field Superintendents and Sr. Superintendents to General Superintendents, Assistant Superintendents, and Traveling Superintendents—empowering you to make informed compensation decisions and secure the elite talent that drives project success.

"In the construction industry, the leadership of the Superintendent is the cornerstone of every successful project. Superintendents aren't just managers: they are innovators and problem solvers that drive operational excellence and keep our nation moving forward. In today's tight labor market, companies that invest in competitive, specialized compensation set the stage for long-term success. Those that don't view investing in Superintendents as one of the most crucial things they have to do are gambling with their companies and projects. Our comprehensive data reveal exactly where the premiums are, offering a clear roadmap for strategic investment in elite talent. At Royalty Construction, we're proud of our dedication to creating the #1 professional network of Superintendents that is leading America's elite construction teams."

- Ivan Duschatzky, Founder, Royalty Construction Talent

Our analysis of Superintendent compensation reveals distinct regional and industry-specific trends. In high-cost states like California and New York, the nominal salaries are robust; however, when adjusted for cost-of-living, the effective purchasing power is noticeably moderated. Conversely, in states with lower living costs such as Arkansas or Mississippi, the adjusted salaries are relatively higher compared to their nominal values—highlighting a more favorable real-value proposition for employers in those regions.

Furthermore, while our baseline remains anchored in the Commercial sector, we observe modest premiums in specialized segments such as Residential/Multifamily, Industrial, and Heavy Civil projects. Total compensation packages, typically enhanced by bonus and profit-sharing components of 5–10%, further boost the overall value for these critical leadership roles. These insights underscore the strategic importance of investing in competitive compensation for superintendents—not only to secure top talent but also to drive superior project outcomes and long-term organizational success.

SUPERINTENDENTS

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$83K	\$99K	\$116K	\$99K	\$99K	\$102K	\$106K	\$111K	↓ \$108K	\$105K
Alaska	\$110K	\$121K	\$137K	\$121K	\$121K	\$124K	\$128K	\$134K	↓ \$115K	\$125K
Arizona	\$93K	\$110K	\$126K	\$110K	\$110K	\$113K	\$118K	\$123K	≈ \$110K	\$108K
Arkansas	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$118K	↑ \$110K	\$107K
California	\$120K	\$144K	\$166K	\$144K	\$144K	\$149K	\$154K	\$161K	↓ \$140K	\$150K
Colorado	\$116K	\$135K	\$155K	\$135K	\$135K	\$140K	\$143K	\$150K	↓ \$130K	\$135K
Connecticut	\$110K	\$130K	\$150K	\$130K	\$130K	\$134K	\$139K	\$145K	↓ \$125K	\$128K
Delaware	\$108K	\$124K	\$141K	\$124K	\$124K	\$128K	\$132K	\$138K	↓ \$120K	\$123K
Florida	\$101K	\$121K	\$141K	\$121K	\$121K	\$125K	\$130K	\$136K	↑ \$125K	\$118K
Georgia	\$99K	\$119K	\$138K	\$119K	\$119K	\$123K	\$127K	\$133K	↑ \$115K	\$123K
Hawaii	\$116K	\$135K	\$155K	\$135K	\$135K	\$139K	\$143K	\$149K	≈ \$135K	\$134K
Idaho	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$110K	\$105K
Illinois	\$104K	\$123K	\$141K	\$123K	\$123K	\$127K	\$130K	\$136K	↓ \$119K	\$117K
Indiana	\$95K	\$112K	\$129K	\$112K	\$112K	\$116K	\$119K	\$125K	↓ \$107K	\$107K
Iowa	\$90K	\$107K	\$122K	\$107K	\$107K	\$110K	\$113K	\$119K	↑ \$105K	\$102K
Kansas	\$88K	\$105K	\$120K	\$105K	\$105K	\$108K	\$111K	\$117K	↑ \$103K	\$100K
Kentucky	\$86K	\$101K	\$116K	\$101K	\$101K	\$104K	\$108K	\$113K	↑ \$98K	\$95K
Louisiana	\$87K	\$103K	\$119K	\$103K	\$103K	\$107K	\$110K	\$116K	↑ \$99K	\$96K
Maine	\$94K	\$110K	\$127K	\$110K	\$110K	\$114K	\$118K	\$124K	↑ \$108K	\$105K
Maryland	\$100K	\$119K	\$136K	\$119K	\$119K	\$123K	\$127K	\$133K	↓ \$113K	\$110K
Massachusetts	\$114K	\$134K	\$154K	\$134K	\$134K	\$138K	\$142K	\$148K	↓ \$128K	\$125K
Michigan	\$96K	\$113K	\$129K	\$113K	\$113K	\$117K	\$120K	\$126K	↑ \$107K	\$104K
Minnesota	\$107K	\$127K	\$145K	\$127K	\$127K	\$131K	\$134K	\$140K	↑ \$117K	\$115K
Mississippi	\$86K	\$101K	\$116K	\$101K	\$101K	\$104K	\$108K	\$113K	↑ \$105K	\$100K
Missouri	\$90K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$102K	\$100K
Montana	\$85K	\$99K	\$115K	\$99K	\$99K	\$102K	\$106K	\$111K	↑ \$95K	\$100K
Nebraska	\$88K	\$103K	\$119K	\$103K	\$103K	\$106K	\$109K	\$114K	↑ \$98K	\$102K
Nevada	\$99K	\$115K	\$132K	\$115K	\$115K	\$119K	\$122K	\$127K	↓ \$101K	\$115K
New Hampshire	\$103K	\$121K	\$138K	\$121K	\$121K	\$125K	\$128K	\$134K	↓ \$117K	\$115K
New Jersey	\$110K	\$130K	\$150K	\$130K	\$130K	\$134K	\$138K	\$144K	↓ \$122K	\$120K
New Mexico	\$88K	\$103K	\$119K	\$103K	\$103K	\$106K	\$109K	\$114K	↑ \$101K	\$98K
New York	\$117K	\$138K	\$157K	\$138K	\$138K	\$142K	\$146K	\$152K	↓ \$127K	\$125K
North Carolina	\$94K	\$110K	\$126K	\$110K	\$110K	\$113K	\$116K	\$122K	↑ \$105K	\$103K
North Dakota	\$90K	\$105K	\$121K	\$105K	\$105K	\$108K	\$111K	\$116K	↑ \$101K	\$98K
Ohio	\$94K	\$110K	\$126K	\$110K	\$94K	\$97K	\$100K	\$105K	↑ \$102K	\$100K
Oklahoma	\$88K	\$101K	\$116K	\$101K	\$88K	\$91K	\$94K	\$99K	↑ \$92K	\$95K
Oregon	\$107K	\$127K	\$144K	\$127K	\$107K	\$111K	\$114K	\$120K	↑ \$117K	\$115K
Pennsylvania	\$105K	\$123K	\$141K	\$123K	\$105K	\$108K	\$111K	\$116K	↑ \$113K	\$110K
Rhode Island	\$103K	\$121K	\$138K	\$121K	\$103K	\$106K	\$109K	\$115K	↑ \$110K	\$108K
South Carolina	\$90K	\$105K	\$121K	\$105K	\$90K	\$93K	\$96K	\$101K	↑ \$95K	\$93K
South Dakota	\$92K	\$107K	\$123K	\$107K	\$92K	\$95K	\$98K	\$103K	↑ \$98K	\$96K
Tennessee	\$90K	\$105K	\$121K	\$105K	\$90K	\$93K	\$96K	\$101K	↑ \$95K	\$93K
Texas	\$94K	\$110K	\$126K	\$110K	\$94K	\$97K	\$100K	\$105K	↑ \$102K	\$100K
Utah	\$88K	\$103K	\$119K	\$103K	\$88K	\$91K	\$94K	\$99K	↑ \$95K	\$93K
Vermont	\$108K	\$128K	\$146K	\$128K	\$108K	\$112K	\$116K	\$121K	↑ \$120K	\$118K
Virginia	\$100K	\$119K	\$136K	\$119K	\$100K	\$103K	\$107K	\$112K	↑ \$108K	\$106K
Washington	\$112K	\$132K	\$151K	\$132K	\$112K	\$115K	\$118K	\$123K	↓ \$115K	\$112K
West Virginia	\$97K	\$114K	\$131K	\$114K	\$97K	\$100K	\$104K	\$109K	↑ \$107K	\$104K
Wisconsin	\$105K	\$122K	\$138K	\$122K	\$105K	\$108K	\$111K	\$116K	↑ \$110K	\$107K
Wyoming	\$91K	\$107K	\$122K	\$107K	\$91K	\$94K	\$97K	\$102K	↑ \$95K	\$93K

SENIOR SUPERINTENDENTS

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$83K	\$99K	\$116K	\$99K	\$99K	\$102K	\$106K	\$111K	↓ \$108K	\$105K
Alaska	\$110K	\$121K	\$137K	\$121K	\$121K	\$124K	\$128K	\$134K	↓ \$115K	\$125K
Arizona	\$93K	\$110K	\$126K	\$110K	\$110K	\$113K	\$118K	\$123K	≈ \$110K	\$108K
Arkansas	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$118K	↑ \$110K	\$107K
California	\$120K	\$144K	\$166K	\$144K	\$144K	\$149K	\$154K	\$161K	↓ \$140K	\$150K
Colorado	\$116K	\$135K	\$155K	\$135K	\$135K	\$140K	\$143K	\$150K	↓ \$130K	\$135K
Connecticut	\$110K	\$130K	\$150K	\$130K	\$130K	\$134K	\$139K	\$145K	↓ \$125K	\$128K
Delaware	\$108K	\$124K	\$141K	\$124K	\$124K	\$128K	\$132K	\$138K	↓ \$120K	\$123K
Florida	\$101K	\$121K	\$141K	\$121K	\$121K	\$125K	\$130K	\$136K	↑ \$125K	\$118K
Georgia	\$99K	\$119K	\$138K	\$119K	\$119K	\$123K	\$127K	\$133K	↑ \$115K	\$123K
Hawaii	\$116K	\$135K	\$155K	\$135K	\$135K	\$139K	\$143K	\$149K	≈ \$135K	\$134K
Idaho	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$110K	\$105K
Illinois	\$104K	\$123K	\$141K	\$123K	\$123K	\$127K	\$130K	\$136K	↓ \$119K	\$117K
Indiana	\$95K	\$112K	\$129K	\$112K	\$112K	\$116K	\$119K	\$125K	↓ \$107K	\$107K
Iowa	\$90K	\$107K	\$122K	\$107K	\$107K	\$110K	\$113K	\$119K	↑ \$105K	\$102K
Kansas	\$88K	\$105K	\$120K	\$105K	\$105K	\$108K	\$111K	\$117K	↑ \$103K	\$100K
Kentucky	\$86K	\$101K	\$116K	\$101K	\$101K	\$104K	\$108K	\$113K	↑ \$98K	\$95K
Louisiana	\$87K	\$103K	\$119K	\$103K	\$103K	\$107K	\$110K	\$116K	↑ \$99K	\$96K
Maine	\$94K	\$110K	\$127K	\$110K	\$110K	\$114K	\$118K	\$124K	↑ \$108K	\$105K
Maryland	\$100K	\$119K	\$136K	\$119K	\$119K	\$123K	\$127K	\$133K	↓ \$113K	\$110K
Massachusetts	\$114K	\$134K	\$154K	\$134K	\$134K	\$138K	\$142K	\$148K	↓ \$128K	\$125K
Michigan	\$96K	\$113K	\$129K	\$113K	\$113K	\$117K	\$120K	\$126K	↑ \$107K	\$104K
Minnesota	\$107K	\$127K	\$145K	\$127K	\$127K	\$131K	\$134K	\$140K	↑ \$117K	\$115K
Mississippi	\$86K	\$101K	\$116K	\$101K	\$101K	\$104K	\$108K	\$113K	↑ \$105K	\$100K
Missouri	\$90K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$102K	\$100K
Montana	\$85K	\$99K	\$115K	\$99K	\$99K	\$102K	\$106K	\$111K	↑ \$95K	\$100K
Nebraska	\$88K	\$103K	\$119K	\$103K	\$103K	\$106K	\$109K	\$114K	↑ \$98K	\$102K
Nevada	\$99K	\$115K	\$132K	\$115K	\$115K	\$119K	\$122K	\$127K	↓ \$101K	\$115K
New Hampshire	\$103K	\$121K	\$138K	\$121K	\$121K	\$125K	\$128K	\$134K	↓ \$117K	\$115K
New Jersey	\$110K	\$130K	\$150K	\$130K	\$130K	\$134K	\$138K	\$144K	↓ \$122K	\$120K
New Mexico	\$88K	\$103K	\$119K	\$103K	\$103K	\$106K	\$109K	\$114K	↑ \$101K	\$98K
New York	\$117K	\$138K	\$157K	\$138K	\$138K	\$142K	\$146K	\$152K	↓ \$127K	\$125K
North Carolina	\$94K	\$110K	\$126K	\$110K	\$110K	\$113K	\$116K	\$122K	↑ \$105K	\$103K
North Dakota	\$90K	\$105K	\$121K	\$105K	\$105K	\$108K	\$111K	\$116K	↑ \$101K	\$98K
Ohio	\$94K	\$110K	\$126K	\$110K	\$94K	\$97K	\$100K	\$105K	↑ \$102K	\$100K
Oklahoma	\$88K	\$101K	\$116K	\$101K	\$88K	\$91K	\$94K	\$99K	↑ \$92K	\$95K
Oregon	\$107K	\$127K	\$144K	\$127K	\$107K	\$111K	\$114K	\$120K	↑ \$117K	\$115K
Pennsylvania	\$105K	\$123K	\$141K	\$123K	\$105K	\$108K	\$111K	\$116K	↑ \$113K	\$110K
Rhode Island	\$103K	\$121K	\$138K	\$121K	\$103K	\$106K	\$109K	\$115K	↑ \$110K	\$108K
South Carolina	\$90K	\$105K	\$121K	\$105K	\$90K	\$93K	\$96K	\$101K	↑ \$95K	\$93K
South Dakota	\$92K	\$107K	\$123K	\$107K	\$92K	\$95K	\$98K	\$103K	↑ \$98K	\$96K
Tennessee	\$90K	\$105K	\$121K	\$105K	\$90K	\$93K	\$96K	\$101K	↑ \$95K	\$93K
Texas	\$94K	\$110K	\$126K	\$110K	\$94K	\$97K	\$100K	\$105K	↑ \$102K	\$100K
Utah	\$88K	\$103K	\$119K	\$103K	\$88K	\$91K	\$94K	\$99K	↑ \$95K	\$93K
Vermont	\$108K	\$128K	\$146K	\$128K	\$108K	\$112K	\$116K	\$121K	↑ \$120K	\$118K
Virginia	\$100K	\$119K	\$136K	\$119K	\$100K	\$103K	\$107K	\$112K	↑ \$108K	\$106K
Washington	\$112K	\$132K	\$151K	\$132K	\$112K	\$115K	\$118K	\$123K	↓ \$115K	\$112K
West Virginia	\$97K	\$114K	\$131K	\$114K	\$97K	\$100K	\$104K	\$109K	↑ \$107K	\$104K
Wisconsin	\$105K	\$122K	\$138K	\$122K	\$105K	\$108K	\$111K	\$116K	↑ \$110K	\$107K
Wyoming	\$91K	\$107K	\$122K	\$107K	\$91K	\$94K	\$97K	\$102K	↑ \$95K	\$93K

GENERAL SUPERINTENDENTS

General Superintendents are the backbone of any successful project. They lead teams on multiple sites and ensure everything runs smoothly and on time. With the increasing demand for large infrastructure projects, it’s crucial to offer competitive pay to attract these top leaders. Our guide breaks down the salary numbers and shows how pay can change based on where you are and what kind of project you’re running. At Royalty Construction Talent, we’re dedicated to helping you find the right leaders to keep your projects moving forward.

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$83K	\$99K	\$116K	\$99K	\$99K	\$102K	\$106K	\$111K	↓ \$108K	\$105K
Alaska	\$110K	\$121K	\$137K	\$121K	\$121K	\$124K	\$128K	\$134K	↓ \$115K	\$125K
Arizona	\$93K	\$110K	\$126K	\$110K	\$110K	\$113K	\$118K	\$123K	≈ \$110K	\$108K
Arkansas	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$118K	↑ \$110K	\$107K
California	\$120K	\$144K	\$166K	\$144K	\$144K	\$149K	\$154K	\$161K	↓ \$140K	\$150K
Colorado	\$116K	\$135K	\$155K	\$135K	\$135K	\$140K	\$143K	\$150K	↓ \$130K	\$135K
Connecticut	\$110K	\$130K	\$150K	\$130K	\$130K	\$134K	\$139K	\$145K	↓ \$125K	\$128K
Delaware	\$108K	\$124K	\$141K	\$124K	\$124K	\$128K	\$132K	\$138K	↓ \$120K	\$123K
Florida	\$101K	\$121K	\$141K	\$121K	\$121K	\$125K	\$130K	\$136K	↑ \$125K	\$118K
Georgia	\$99K	\$119K	\$138K	\$119K	\$119K	\$123K	\$127K	\$133K	↑ \$115K	\$123K
Hawaii	\$116K	\$135K	\$155K	\$135K	\$135K	\$139K	\$143K	\$149K	≈ \$135K	\$134K
Idaho	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$110K	\$105K
Illinois	\$104K	\$123K	\$141K	\$123K	\$123K	\$127K	\$130K	\$136K	↓ \$119K	\$117K
Indiana	\$95K	\$112K	\$129K	\$112K	\$112K	\$116K	\$119K	\$125K	↓ \$107K	\$107K
Iowa	\$90K	\$107K	\$122K	\$107K	\$107K	\$110K	\$113K	\$119K	↑ \$105K	\$102K
Kansas	\$88K	\$105K	\$120K	\$105K	\$105K	\$108K	\$111K	\$117K	↑ \$103K	\$100K
Kentucky	\$86K	\$101K	\$116K	\$101K	\$101K	\$104K	\$108K	\$113K	↑ \$98K	\$95K
Louisiana	\$87K	\$103K	\$119K	\$103K	\$103K	\$107K	\$110K	\$116K	↑ \$99K	\$96K
Maine	\$94K	\$110K	\$127K	\$110K	\$110K	\$114K	\$118K	\$124K	↑ \$108K	\$105K
Maryland	\$100K	\$119K	\$136K	\$119K	\$119K	\$123K	\$127K	\$133K	↓ \$113K	\$110K
Massachusetts	\$114K	\$134K	\$154K	\$134K	\$134K	\$138K	\$142K	\$148K	↓ \$128K	\$125K
Michigan	\$96K	\$113K	\$129K	\$113K	\$113K	\$117K	\$120K	\$126K	↑ \$107K	\$104K
Minnesota	\$107K	\$127K	\$145K	\$127K	\$127K	\$131K	\$134K	\$140K	↑ \$117K	\$115K

GENERAL SUPERINTENDENTS

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Mississippi	\$86K	\$101K	\$116K	\$101K	\$101K	\$104K	\$108K	\$113K	↑ \$105K	\$100K
Missouri	\$90K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$102K	\$100K
Montana	\$85K	\$99K	\$115K	\$99K	\$99K	\$102K	\$106K	\$111K	↑ \$95K	\$100K
Nebraska	\$88K	\$103K	\$119K	\$103K	\$103K	\$106K	\$109K	\$114K	↑ \$98K	\$102K
Nevada	\$99K	\$115K	\$132K	\$115K	\$115K	\$119K	\$122K	\$127K	↓ \$101K	\$115K
New Hampshire	\$103K	\$121K	\$138K	\$121K	\$121K	\$125K	\$128K	\$134K	↓ \$117K	\$115K
New Jersey	\$110K	\$130K	\$150K	\$130K	\$130K	\$134K	\$138K	\$144K	↓ \$122K	\$120K
New Mexico	\$88K	\$103K	\$119K	\$103K	\$103K	\$106K	\$109K	\$114K	↑ \$101K	\$98K
New York	\$117K	\$138K	\$157K	\$138K	\$138K	\$142K	\$146K	\$152K	↓ \$127K	\$125K
North Carolina	\$94K	\$110K	\$126K	\$110K	\$110K	\$113K	\$116K	\$122K	↑ \$105K	\$103K
North Dakota	\$90K	\$105K	\$121K	\$105K	\$105K	\$108K	\$111K	\$116K	↑ \$101K	\$98K
Ohio	\$94K	\$110K	\$126K	\$110K	\$94K	\$97K	\$100K	\$105K	↑ \$102K	\$100K
Oklahoma	\$88K	\$101K	\$116K	\$101K	\$88K	\$91K	\$94K	\$99K	↑ \$92K	\$95K
Oregon	\$107K	\$127K	\$144K	\$127K	\$107K	\$111K	\$114K	\$120K	↑ \$117K	\$115K
Pennsylvania	\$105K	\$123K	\$141K	\$123K	\$105K	\$108K	\$111K	\$116K	↑ \$113K	\$110K
Rhode Island	\$103K	\$121K	\$138K	\$121K	\$103K	\$106K	\$109K	\$115K	↑ \$110K	\$108K
South Carolina	\$90K	\$105K	\$121K	\$105K	\$90K	\$93K	\$96K	\$101K	↑ \$95K	\$93K
South Dakota	\$92K	\$107K	\$123K	\$107K	\$92K	\$95K	\$98K	\$103K	↑ \$98K	\$96K
Tennessee	\$90K	\$105K	\$121K	\$105K	\$90K	\$93K	\$96K	\$101K	↑ \$95K	\$93K
Texas	\$94K	\$110K	\$126K	\$110K	\$94K	\$97K	\$100K	\$105K	↑ \$102K	\$100K
Utah	\$88K	\$103K	\$119K	\$103K	\$88K	\$91K	\$94K	\$99K	↑ \$95K	\$93K
Vermont	\$108K	\$128K	\$146K	\$128K	\$108K	\$112K	\$116K	\$121K	↑ \$120K	\$118K
Virginia	\$100K	\$119K	\$136K	\$119K	\$100K	\$103K	\$107K	\$112K	↑ \$108K	\$106K
Washington	\$112K	\$132K	\$151K	\$132K	\$112K	\$115K	\$118K	\$123K	↓ \$115K	\$112K
West Virginia	\$97K	\$114K	\$131K	\$114K	\$97K	\$100K	\$104K	\$109K	↑ \$107K	\$104K
Wisconsin	\$105K	\$122K	\$138K	\$122K	\$105K	\$108K	\$111K	\$116K	↑ \$110K	\$107K
Wyoming	\$91K	\$107K	\$122K	\$107K	\$91K	\$94K	\$97K	\$102K	↑ \$95K	\$93K

FEDERAL SUPERINTENDENTS

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$93K	\$112K	\$131K	\$112K	↑ \$108K	~\$123K
Alaska	\$103K	\$124K	\$145K	\$124K	↓ \$118K	~\$135K
Arizona	\$90K	\$109K	\$128K	\$109K	≈ \$109K	~\$119K
Arkansas	\$93K	\$112K	\$131K	\$112K	↑ \$108K	~\$123K
California	\$108K	\$132K	\$156K	\$132K	↓ \$123K	~\$144K
Colorado	\$105K	\$128K	\$151K	\$128K	↓ \$122K	~\$142K
Connecticut	\$102K	\$126K	\$150K	\$126K	↓ \$120K	~\$140K
Delaware	\$100K	\$124K	\$148K	\$124K	↓ \$118K	~\$138K
Florida	\$93K	\$112K	\$131K	\$112K	↑ \$108K	~\$123K
Georgia	\$95K	\$116K	\$137K	\$116K	↑ \$111K	~\$126K
Hawaii	\$98K	\$119K	\$140K	\$119K	≈ \$119K	~\$125K
Idaho	\$93K	\$112K	\$131K	\$112K	↑ \$108K	~\$123K
Illinois	\$102K	\$126K	\$150K	\$126K	↓ \$120K	~\$140K
Indiana	\$100K	\$122K	\$144K	\$122K	↓ \$116K	~\$136K
Iowa	\$98K	\$120K	\$142K	\$120K	↑ \$115K	~\$134K
Kansas	\$98K	\$120K	\$142K	\$120K	↑ \$115K	~\$134K
Kentucky	\$95K	\$116K	\$137K	\$116K	↑ \$111K	~\$127K
Louisiana	\$96K	\$118K	\$140K	\$118K	↑ \$113K	~\$127K
Maine	\$98K	\$120K	\$142K	\$120K	↑ \$115K	~\$130K
Maryland	\$100K	\$122K	\$144K	\$122K	↓ \$118K	~\$135K
Massachusetts	\$105K	\$128K	\$151K	\$128K	↓ \$122K	~\$137K
Michigan	\$102K	\$126K	\$150K	\$126K	↑ \$121K	~\$135K
Minnesota	\$105K	\$128K	\$151K	\$128K	↑ \$123K	~\$137K
Mississippi	\$95K	\$116K	\$137K	\$116K	↑ \$111K	~\$127K
Missouri	\$98K	\$120K	\$142K	\$120K	↑ \$115K	~\$134K
Montana	\$93K	\$112K	\$131K	\$112K	↑ \$108K	~\$123K
Nebraska	\$95K	\$120K	\$142K	\$120K	↑ \$115K	~\$134K
Nevada	\$102K	\$126K	\$150K	\$126K	↓ \$120K	~\$138K
New Hampshire	\$103K	\$126K	\$149K	\$126K	↓ \$121K	~\$138K
New Jersey	\$105K	\$130K	\$155K	\$130K	↓ \$124K	~\$142K
New Mexico	\$98K	\$120K	\$142K	\$120K	↑ \$115K	~\$134K
New York	\$108K	\$132K	\$156K	\$132K	↓ \$124K	~\$144K
North Carolina	\$102K	\$124K	\$146K	\$124K	↑ \$119K	~\$134K
North Dakota	\$100K	\$122K	\$144K	\$122K	↑ \$117K	~\$134K
Ohio	\$102K	\$124K	\$146K	\$124K	↑ \$119K	~\$134K
Oklahoma	\$100K	\$122K	\$144K	\$122K	↑ \$117K	~\$134K
Oregon	\$108K	\$132K	\$156K	\$132K	↑ \$126K	~\$141K
Pennsylvania	\$102K	\$124K	\$146K	\$124K	↑ \$119K	~\$134K
Rhode Island	\$102K	\$124K	\$146K	\$124K	↑ \$119K	~\$134K
South Carolina	\$100K	\$122K	\$144K	\$122K	↑ \$117K	~\$134K
South Dakota	\$100K	\$122K	\$144K	\$122K	↑ \$117K	~\$134K
Tennessee	\$100K	\$122K	\$144K	\$122K	↑ \$117K	~\$134K
Texas	\$105K	\$128K	\$151K	\$128K	↑ \$122K	~\$139K
Utah	\$102K	\$124K	\$146K	\$124K	↑ \$119K	~\$134K
Vermont	\$105K	\$128K	\$151K	\$128K	↑ \$122K	~\$139K
Virginia	\$105K	\$128K	\$151K	\$128K	↑ \$122K	~\$139K
Washington	\$108K	\$132K	\$156K	\$132K	↓ \$126K	~\$141K
West Virginia	\$102K	\$124K	\$146K	\$124K	↑ \$119K	~\$134K
Wisconsin	\$102K	\$124K	\$146K	\$124K	↑ \$119K	~\$134K
Wyoming	\$100K	\$122K	\$144K	\$122K	↑ \$117K	~\$134K

ASSISTANT SUPERINTENDENTS

Assistant Superintendents are the unsung heroes of on-site operations, providing the backbone support that enables projects to run smoothly. Competitive compensation for these roles is not just about paying a salary—it’s about recognizing the vital contribution they make to project efficiency and safety. Our detailed, state-by-state analysis helps you understand both the nominal and adjusted value of this talent, ensuring you can attract and retain the best support professionals in the industry.

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$83K	\$99K	\$116K	\$99K	\$99K	\$102K	\$106K	\$111K	↓ \$108K	\$105K
Alaska	\$110K	\$121K	\$137K	\$121K	\$121K	\$124K	\$128K	\$134K	↓ \$115K	\$125K
Arizona	\$93K	\$110K	\$126K	\$110K	\$110K	\$113K	\$118K	\$123K	≈ \$110K	\$108K
Arkansas	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$118K	↑ \$110K	\$107K
California	\$120K	\$144K	\$166K	\$144K	\$144K	\$149K	\$154K	\$161K	↓ \$140K	\$150K
Colorado	\$116K	\$135K	\$155K	\$135K	\$135K	\$140K	\$143K	\$150K	↓ \$130K	\$135K
Connecticut	\$110K	\$130K	\$150K	\$130K	\$130K	\$134K	\$139K	\$145K	↓ \$125K	\$128K
Delaware	\$108K	\$124K	\$141K	\$124K	\$124K	\$128K	\$132K	\$138K	↓ \$120K	\$123K
Florida	\$101K	\$121K	\$141K	\$121K	\$121K	\$125K	\$130K	\$136K	↑ \$125K	\$118K
Georgia	\$99K	\$119K	\$138K	\$119K	\$119K	\$123K	\$127K	\$133K	↑ \$115K	\$123K
Hawaii	\$116K	\$135K	\$155K	\$135K	\$135K	\$139K	\$143K	\$149K	≈ \$135K	\$134K
Idaho	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$110K	\$105K
Illinois	\$104K	\$123K	\$141K	\$123K	\$123K	\$127K	\$130K	\$136K	↓ \$119K	\$117K
Indiana	\$95K	\$112K	\$129K	\$112K	\$112K	\$116K	\$119K	\$125K	↓ \$107K	\$107K
Iowa	\$90K	\$107K	\$122K	\$107K	\$107K	\$110K	\$113K	\$119K	↑ \$105K	\$102K
Kansas	\$88K	\$105K	\$120K	\$105K	\$105K	\$108K	\$111K	\$117K	↑ \$103K	\$100K
Kentucky	\$86K	\$101K	\$116K	\$101K	\$101K	\$104K	\$108K	\$113K	↑ \$98K	\$95K
Louisiana	\$87K	\$103K	\$119K	\$103K	\$103K	\$107K	\$110K	\$116K	↑ \$99K	\$96K
Maine	\$94K	\$110K	\$127K	\$110K	\$110K	\$114K	\$118K	\$124K	↑ \$108K	\$105K
Maryland	\$100K	\$119K	\$136K	\$119K	\$119K	\$123K	\$127K	\$133K	↓ \$113K	\$110K
Massachusetts	\$114K	\$134K	\$154K	\$134K	\$134K	\$138K	\$142K	\$148K	↓ \$128K	\$125K
Michigan	\$96K	\$113K	\$129K	\$113K	\$113K	\$117K	\$120K	\$126K	↑ \$107K	\$104K
Minnesota	\$107K	\$127K	\$145K	\$127K	\$127K	\$131K	\$134K	\$140K	↑ \$117K	\$115K

ASSISTANT SUPERINTENDENTS

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Mississippi	\$86K	\$101K	\$116K	\$101K	\$101K	\$104K	\$108K	\$113K	↑ \$105K	\$100K
Missouri	\$90K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$102K	\$100K
Montana	\$85K	\$99K	\$115K	\$99K	\$99K	\$102K	\$106K	\$111K	↑ \$95K	\$100K
Nebraska	\$88K	\$103K	\$119K	\$103K	\$103K	\$106K	\$109K	\$114K	↑ \$98K	\$102K
Nevada	\$99K	\$115K	\$132K	\$115K	\$115K	\$119K	\$122K	\$127K	↓ \$101K	\$115K
New Hampshire	\$103K	\$121K	\$138K	\$121K	\$121K	\$125K	\$128K	\$134K	↓ \$117K	\$115K
New Jersey	\$110K	\$130K	\$150K	\$130K	\$130K	\$134K	\$138K	\$144K	↓ \$122K	\$120K
New Mexico	\$88K	\$103K	\$119K	\$103K	\$103K	\$106K	\$109K	\$114K	↑ \$101K	\$98K
New York	\$117K	\$138K	\$157K	\$138K	\$138K	\$142K	\$146K	\$152K	↓ \$127K	\$125K
North Carolina	\$94K	\$110K	\$126K	\$110K	\$110K	\$113K	\$116K	\$122K	↑ \$105K	\$103K
North Dakota	\$90K	\$105K	\$121K	\$105K	\$105K	\$108K	\$111K	\$116K	↑ \$101K	\$98K
Ohio	\$94K	\$110K	\$126K	\$110K	\$94K	\$97K	\$100K	\$105K	↑ \$102K	\$100K
Oklahoma	\$88K	\$101K	\$116K	\$101K	\$88K	\$91K	\$94K	\$99K	↑ \$92K	\$95K
Oregon	\$107K	\$127K	\$144K	\$127K	\$107K	\$111K	\$114K	\$120K	↑ \$117K	\$115K
Pennsylvania	\$105K	\$123K	\$141K	\$123K	\$105K	\$108K	\$111K	\$116K	↑ \$113K	\$110K
Rhode Island	\$103K	\$121K	\$138K	\$121K	\$103K	\$106K	\$109K	\$115K	↑ \$110K	\$108K
South Carolina	\$90K	\$105K	\$121K	\$105K	\$90K	\$93K	\$96K	\$101K	↑ \$95K	\$93K
South Dakota	\$92K	\$107K	\$123K	\$107K	\$92K	\$95K	\$98K	\$103K	↑ \$98K	\$96K
Tennessee	\$90K	\$105K	\$121K	\$105K	\$90K	\$93K	\$96K	\$101K	↑ \$95K	\$93K
Texas	\$94K	\$110K	\$126K	\$110K	\$94K	\$97K	\$100K	\$105K	↑ \$102K	\$100K
Utah	\$88K	\$103K	\$119K	\$103K	\$88K	\$91K	\$94K	\$99K	↑ \$95K	\$93K
Vermont	\$108K	\$128K	\$146K	\$128K	\$108K	\$112K	\$116K	\$121K	↑ \$120K	\$118K
Virginia	\$100K	\$119K	\$136K	\$119K	\$100K	\$103K	\$107K	\$112K	↑ \$108K	\$106K
Washington	\$112K	\$132K	\$151K	\$132K	\$112K	\$115K	\$118K	\$123K	↓ \$115K	\$112K
West Virginia	\$97K	\$114K	\$131K	\$114K	\$97K	\$100K	\$104K	\$109K	↑ \$107K	\$104K
Wisconsin	\$105K	\$122K	\$138K	\$122K	\$105K	\$108K	\$111K	\$116K	↑ \$110K	\$107K
Wyoming	\$91K	\$107K	\$122K	\$107K	\$91K	\$94K	\$97K	\$102K	↑ \$95K	\$93K

TRAVELING SUPERINTENDENTS

Traveling Superintendents are on-site leaders who handle daily operations while managing multiple projects across different locations. They must be flexible, organized, and ready for the unique challenges of each job site. In today’s market—with increased infrastructure spending and shifting labor demands—it’s essential to pay these professionals competitively. Our guide lays out real salary numbers for Traveling Superintendents in every state, covering Commercial, Residential/Multifamily, Industrial, and Heavy Civil sectors, with adjustments for cost-of-living and total compensation details.

"Traveling Superintendents are the rockstars of our industry. They’re like the traveling project managers of the field—moving from site to site, keeping everything on track even with the extra challenges of travel. At Royalty Construction Talent, we’re the best in the business when it comes to recruiting these professionals. While other recruiters struggle just to identify the right traveling talent, we’re miles ahead. Our guide provides clear, real-world salary benchmarks that reflect the true value of these leaders, ensuring you get the top talent to drive your projects to success, no matter where they are."

- Ivan Duschatzky, Founder, Royalty Construction Talent

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$83K	\$99K	\$116K	\$99K	\$99K	\$102K	\$106K	\$111K	↓ \$108K	\$105K
Alaska	\$110K	\$121K	\$137K	\$121K	\$121K	\$124K	\$128K	\$134K	↓ \$115K	\$125K
Arizona	\$93K	\$110K	\$126K	\$110K	\$110K	\$113K	\$118K	\$123K	≈ \$110K	\$108K
Arkansas	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$118K	↑ \$110K	\$107K
California	\$120K	\$144K	\$166K	\$144K	\$144K	\$149K	\$154K	\$161K	↓ \$140K	\$150K
Colorado	\$116K	\$135K	\$155K	\$135K	\$135K	\$140K	\$143K	\$150K	↓ \$130K	\$135K
Connecticut	\$110K	\$130K	\$150K	\$130K	\$130K	\$134K	\$139K	\$145K	↓ \$125K	\$128K
Delaware	\$108K	\$124K	\$141K	\$124K	\$124K	\$128K	\$132K	\$138K	↓ \$120K	\$123K
Florida	\$101K	\$121K	\$141K	\$121K	\$121K	\$125K	\$130K	\$136K	↑ \$125K	\$118K
Georgia	\$99K	\$119K	\$138K	\$119K	\$119K	\$123K	\$127K	\$133K	↑ \$115K	\$123K
Hawaii	\$116K	\$135K	\$155K	\$135K	\$135K	\$139K	\$143K	\$149K	≈ \$135K	\$134K
Idaho	\$88K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$110K	\$105K
Illinois	\$104K	\$123K	\$141K	\$123K	\$123K	\$127K	\$130K	\$136K	↓ \$119K	\$117K
Indiana	\$95K	\$112K	\$129K	\$112K	\$112K	\$116K	\$119K	\$125K	↓ \$107K	\$107K
Iowa	\$90K	\$107K	\$122K	\$107K	\$107K	\$110K	\$113K	\$119K	↑ \$105K	\$102K
Kansas	\$88K	\$105K	\$120K	\$105K	\$105K	\$108K	\$111K	\$117K	↑ \$103K	\$100K
Kentucky	\$86K	\$101K	\$116K	\$101K	\$101K	\$104K	\$108K	\$113K	↑ \$98K	\$95K
Louisiana	\$87K	\$103K	\$119K	\$103K	\$103K	\$107K	\$110K	\$116K	↑ \$99K	\$96K
Maine	\$94K	\$110K	\$127K	\$110K	\$110K	\$114K	\$118K	\$124K	↑ \$108K	\$105K
Maryland	\$100K	\$119K	\$136K	\$119K	\$119K	\$123K	\$127K	\$133K	↓ \$113K	\$110K
Massachusetts	\$114K	\$134K	\$154K	\$134K	\$134K	\$138K	\$142K	\$148K	↓ \$128K	\$125K

TRAVELING SUPERINTENDENTS

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Michigan	\$96K	\$113K	\$129K	\$113K	\$113K	\$117K	\$120K	\$126K	↑ \$107K	\$104K
Minnesota	\$107K	\$127K	\$145K	\$127K	\$127K	\$131K	\$134K	\$140K	↑ \$117K	\$115K
Mississippi	\$86K	\$101K	\$116K	\$101K	\$101K	\$104K	\$108K	\$113K	↑ \$105K	\$100K
Missouri	\$90K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$102K	\$100K
Montana	\$85K	\$99K	\$115K	\$99K	\$99K	\$102K	\$106K	\$111K	↑ \$95K	\$100K
Nebraska	\$88K	\$103K	\$119K	\$103K	\$103K	\$106K	\$109K	\$114K	↑ \$98K	\$102K
Nevada	\$99K	\$115K	\$132K	\$115K	\$115K	\$119K	\$122K	\$127K	↓ \$101K	\$115K
New Hampshire	\$103K	\$121K	\$138K	\$121K	\$121K	\$125K	\$128K	\$134K	↓ \$117K	\$115K
New Jersey	\$110K	\$130K	\$150K	\$130K	\$130K	\$134K	\$138K	\$144K	↓ \$122K	\$120K
New Mexico	\$88K	\$103K	\$119K	\$103K	\$103K	\$106K	\$109K	\$114K	↑ \$101K	\$98K
New York	\$117K	\$138K	\$157K	\$138K	\$138K	\$142K	\$146K	\$152K	↓ \$127K	\$125K
North Carolina	\$94K	\$110K	\$126K	\$110K	\$110K	\$113K	\$116K	\$122K	↑ \$105K	\$103K
North Dakota	\$90K	\$105K	\$121K	\$105K	\$105K	\$108K	\$111K	\$116K	↑ \$101K	\$98K
Ohio	\$94K	\$110K	\$126K	\$110K	\$94K	\$97K	\$100K	\$105K	↑ \$102K	\$100K
Oklahoma	\$88K	\$101K	\$116K	\$101K	\$88K	\$91K	\$94K	\$99K	↑ \$92K	\$95K
Oregon	\$107K	\$127K	\$144K	\$127K	\$107K	\$111K	\$114K	\$120K	↑ \$117K	\$115K
Pennsylvania	\$105K	\$123K	\$141K	\$123K	\$105K	\$108K	\$111K	\$116K	↑ \$113K	\$110K
Rhode Island	\$103K	\$121K	\$138K	\$121K	\$103K	\$106K	\$109K	\$115K	↑ \$110K	\$108K
South Carolina	\$90K	\$105K	\$121K	\$105K	\$90K	\$93K	\$96K	\$101K	↑ \$95K	\$93K
South Dakota	\$92K	\$107K	\$123K	\$107K	\$92K	\$95K	\$98K	\$103K	↑ \$98K	\$96K
Tennessee	\$90K	\$105K	\$121K	\$105K	\$90K	\$93K	\$96K	\$101K	↑ \$95K	\$93K
Texas	\$94K	\$110K	\$126K	\$110K	\$94K	\$97K	\$100K	\$105K	↑ \$102K	\$100K
Utah	\$88K	\$103K	\$119K	\$103K	\$88K	\$91K	\$94K	\$99K	↑ \$95K	\$93K
Vermont	\$108K	\$128K	\$146K	\$128K	\$108K	\$112K	\$116K	\$121K	↑ \$120K	\$118K
Virginia	\$100K	\$119K	\$136K	\$119K	\$100K	\$103K	\$107K	\$112K	↑ \$108K	\$106K
Washington	\$112K	\$132K	\$151K	\$132K	\$112K	\$115K	\$118K	\$123K	↓ \$115K	\$112K
West Virginia	\$97K	\$114K	\$131K	\$114K	\$97K	\$100K	\$104K	\$109K	↑ \$107K	\$104K
Wisconsin	\$105K	\$122K	\$138K	\$122K	\$105K	\$108K	\$111K	\$116K	↑ \$110K	\$107K
Wyoming	\$91K	\$107K	\$122K	\$107K	\$91K	\$94K	\$97K	\$102K	↑ \$95K	\$93K

CONSTRUCTION FOREMEN

Construction Foremen are the frontline champions who transform plans into action on the job site. Their expertise and dedication ensure that projects not only meet but exceed quality and safety standards. In today’s market, competitive compensation packages—tailored to local conditions and industry demands—are crucial for retaining these key professionals. Our detailed data help you understand both the nominal and adjusted value of Construction Foremen, empowering you to invest in the talent that drives project success.

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$56K	\$67K	\$76K	\$67K	\$56K	\$58K	\$60K	\$61K	↑ \$77K	\$66K
Alaska	\$68K	\$81K	\$93K	\$81K	\$68K	\$70K	\$72K	\$74K	↓ \$75K	\$72K
Arizona	\$76K	\$87K	\$98K	\$87K	\$76K	\$78K	\$80K	\$82K	≈ \$87K	\$86K
Arkansas	\$56K	\$67K	\$76K	\$67K	\$56K	\$58K	\$60K	\$61K	↑ \$70K	\$66K
California	\$96K	\$110K	\$124K	\$110K	\$96K	\$100K	\$104K	\$108K	↓ \$100K	\$108K
Colorado	\$86K	\$98K	\$111K	\$98K	\$86K	\$90K	\$94K	\$98K	↓ \$92K	\$100K
Connecticut	\$82K	\$94K	\$107K	\$94K	\$82K	\$85K	\$88K	\$91K	↓ \$90K	\$96K
Delaware	\$80K	\$92K	\$105K	\$92K	\$80K	\$83K	\$86K	\$89K	↓ \$88K	\$94K
Florida	\$84K	\$98K	\$112K	\$98K	\$84K	\$87K	\$90K	\$93K	↑ \$105K	\$100K
Georgia	\$82K	\$96K	\$109K	\$96K	\$82K	\$85K	\$88K	\$91K	↑ \$100K	\$96K
Hawaii	\$90K	\$105K	\$119K	\$105K	\$90K	\$93K	\$96K	\$99K	≈ \$105K	\$104K
Idaho	\$76K	\$87K	\$98K	\$87K	\$76K	\$78K	\$80K	\$82K	↑ \$90K	\$86K
Illinois	\$84K	\$98K	\$111K	\$98K	\$84K	\$87K	\$90K	\$93K	↓ \$95K	\$100K
Indiana	\$80K	\$94K	\$107K	\$94K	\$80K	\$83K	\$86K	\$89K	↓ \$92K	\$96K
Iowa	\$76K	\$87K	\$98K	\$87K	\$76K	\$78K	\$80K	\$82K	↑ \$92K	\$90K
Kansas	\$76K	\$87K	\$98K	\$87K	\$76K	\$78K	\$80K	\$82K	↑ \$90K	\$88K
Kentucky	\$74K	\$86K	\$97K	\$86K	\$74K	\$76K	\$78K	\$80K	↑ \$88K	\$85K
Louisiana	\$74K	\$86K	\$97K	\$86K	\$74K	\$76K	\$78K	\$80K	↑ \$89K	\$87K
Maine	\$80K	\$94K	\$107K	\$94K	\$80K	\$83K	\$86K	\$89K	↑ \$92K	\$90K
Maryland	\$82K	\$95K	\$107K	\$95K	\$82K	\$85K	\$88K	\$91K	↓ \$90K	\$96K
Massachusetts	\$86K	\$98K	\$111K	\$98K	\$86K	\$90K	\$94K	\$98K	↓ \$92K	\$96K
Michigan	\$80K	\$94K	\$107K	\$94K	\$80K	\$83K	\$86K	\$89K	↑ \$100K	\$105K
Minnesota	\$86K	\$98K	\$111K	\$98K	\$86K	\$90K	\$94K	\$98K	↑ \$100K	\$103K

CONSTRUCTION FOREMEN

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Mississippi	\$70K	\$82K	\$93K	\$82K	\$70K	\$72K	\$74K	\$76K	↑ \$85K	\$80K
Missouri	\$76K	\$87K	\$98K	\$87K	\$76K	\$78K	\$80K	\$82K	↑ \$100K	\$98K
Montana	\$70K	\$82K	\$93K	\$82K	\$70K	\$72K	\$74K	\$76K	↑ \$95K	\$92K
Nebraska	\$72K	\$84K	\$95K	\$84K	\$72K	\$74K	\$76K	\$78K	↑ \$87K	\$84K
Nevada	\$78K	\$90K	\$101K	\$90K	\$78K	\$80K	\$82K	\$84K	↓ \$88K	\$86K
New Hampshire	\$80K	\$94K	\$107K	\$94K	\$80K	\$83K	\$86K	\$89K	↓ \$92K	\$90K
New Jersey	\$84K	\$98K	\$111K	\$98K	\$84K	\$87K	\$90K	\$93K	↓ \$95K	\$100K
New Mexico	\$76K	\$87K	\$98K	\$87K	\$76K	\$78K	\$80K	\$82K	↑ \$90K	\$86K
New York	\$90K	\$105K	\$119K	\$105K	\$90K	\$93K	\$96K	\$99K	↓ \$100K	\$104K
North Carolina	\$80K	\$94K	\$107K	\$94K	\$80K	\$83K	\$86K	\$89K	↑ \$92K	\$96K
North Dakota	\$76K	\$87K	\$98K	\$87K	\$76K	\$78K	\$80K	\$82K	↑ \$90K	\$86K
Ohio	\$80K	\$94K	\$107K	\$94K	\$80K	\$83K	\$86K	\$89K	↑ \$92K	\$96K
Oklahoma	\$76K	\$87K	\$98K	\$87K	\$76K	\$78K	\$80K	\$82K	↑ \$90K	\$86K
Oregon	\$84K	\$98K	\$111K	\$98K	\$84K	\$87K	\$90K	\$93K	↑ \$92K	\$96K
Pennsylvania	\$82K	\$95K	\$107K	\$95K	\$82K	\$85K	\$88K	\$91K	↑ \$90K	\$94K
Rhode Island	\$80K	\$94K	\$107K	\$94K	\$80K	\$83K	\$86K	\$89K	↑ \$90K	\$94K
South Carolina	\$76K	\$87K	\$98K	\$87K	\$76K	\$78K	\$80K	\$82K	↑ \$90K	\$88K
South Dakota	\$76K	\$87K	\$98K	\$87K	\$76K	\$78K	\$80K	\$82K	↑ \$90K	\$86K
Tennessee	\$77K	\$88K	\$99K	\$88K	\$77K	\$79K	\$81K	\$83K	↑ \$92K	\$88K
Texas	\$80K	\$95K	\$110K	\$95K	\$95K	\$98K	\$102K	\$107K	↑ \$100K	\$97K
Utah	\$76K	\$87K	\$98K	\$87K	\$76K	\$78K	\$80K	\$82K	↑ \$90K	\$86K
Vermont	\$86K	\$98K	\$111K	\$98K	\$86K	\$90K	\$94K	\$98K	↑ \$92K	\$96K
Virginia	\$80K	\$94K	\$107K	\$94K	\$80K	\$83K	\$86K	\$89K	↑ \$92K	\$96K
Washington	\$84K	\$98K	\$111K	\$98K	\$84K	\$87K	\$90K	\$93K	↓ \$92K	\$96K
West Virginia	\$80K	\$94K	\$107K	\$94K	\$80K	\$83K	\$86K	\$89K	↑ \$92K	\$96K
Wisconsin	\$82K	\$95K	\$107K	\$95K	\$82K	\$85K	\$88K	\$91K	↑ \$92K	\$96K
Wyoming	\$78K	\$92K	\$105K	\$92K	\$78K	\$80K	\$83K	\$86K	↑ \$90K	\$88K

CONCRETE PROJECT MANAGERS

Concrete Project Managers are key to ensuring the structural integrity of every build. They oversee the planning, coordination, and execution of concrete work—from foundations to superstructures—making sure quality and safety standards are met. In today’s market, where reliability and precision are critical, offering competitive, data-driven compensation is essential. Our guide provides clear, state-by-state salary benchmarks, taking cost-of-living into account so you know exactly what to expect when hiring the best concrete PMs.

"I've seen firsthand that concrete work is the backbone of every construction project. A strong Concrete Project Manager can mean the difference between a lasting build and expensive rework. At Royalty Construction Talent, we pride ourselves on our ability to identify and recruit the very best in concrete project management—a segment where many other recruiters struggle. Our state-by-state benchmarks give you the clarity you need to offer competitive compensation and secure the talent that keeps your projects on solid ground."

- Ivan Duschatzky, Founder, Royalty Construction Talent

STATE	Q1	MEDIAN	Q3	AVERAGE	ADJUSTED AVG SALARY	TOTAL COMP
Alabama	\$76K	\$90K	\$105K	\$90K	\$95K	\$100K
Alaska	\$90K	\$109K	\$125K	\$109K	\$104K	\$114K
Arizona	\$83K	\$98K	\$116K	\$98K	\$93K	\$98K
Arkansas	\$71K	\$85K	\$100K	\$85K	\$90K	\$86K
California	\$95K	\$114K	\$132K	\$114K	\$108K	\$119K
Colorado	\$93K	\$110K	\$128K	\$110K	\$105K	\$115K
Connecticut	\$90K	\$107K	\$123K	\$107K	\$102K	\$112K
Delaware	\$87K	\$103K	\$119K	\$103K	\$99K	\$108K
Florida	\$83K	\$98K	\$113K	\$98K	\$93K	\$98K
Georgia	\$83K	\$98K	\$113K	\$98K	\$95K	\$103K
Hawaii	\$95K	\$113K	\$130K	\$113K	\$108K	\$103K
Idaho	\$76K	\$90K	\$105K	\$90K	\$95K	\$90K
Illinois	\$90K	\$107K	\$123K	\$107K	\$102K	\$112K
Indiana	\$82K	\$98K	\$113K	\$98K	\$93K	\$98K
Iowa	\$78K	\$93K	\$108K	\$93K	\$88K	\$93K
Kansas	\$76K	\$90K	\$105K	\$90K	\$95K	\$90K
Kentucky	\$74K	\$88K	\$103K	\$88K	\$93K	\$88K

CONCRETE
PROJECT MANAGERS

SEE OUR CANDIDATES

STATE	Q1	MEDIAN	Q3	AVERAGE	ADJUSTED AVG SALARY	TOTAL COMP
Louisiana	\$75K	\$89K	\$104K	\$89K	\$94K	\$90K
Maine	\$81K	\$95K	\$110K	\$95K	\$100K	\$95K
Maryland	\$86K	\$102K	\$117K	\$102K	\$97K	\$102K
Massachusetts	\$92K	\$110K	\$128K	\$110K	\$105K	\$110K
Michigan	\$83K	\$98K	\$113K	\$98K	\$93K	\$98K
Minnesota	\$93K	\$110K	\$128K	\$110K	\$105K	\$110K
Mississippi	\$74K	\$88K	\$103K	\$88K	\$93K	\$88K
Missouri	\$78K	\$93K	\$108K	\$93K	\$88K	\$93K
Montana	\$75K	\$90K	\$105K	\$90K	\$95K	\$90K
Nebraska	\$77K	\$92K	\$107K	\$92K	\$97K	\$92K
Nevada	\$84K	\$99K	\$114K	\$99K	\$94K	\$99K
New Hampshire	\$88K	\$103K	\$118K	\$103K	\$98K	\$103K
New Jersey	\$95K	\$113K	\$130K	\$113K	\$108K	\$113K
New Mexico	\$74K	\$88K	\$103K	\$88K	\$93K	\$88K
New York	\$100K	\$119K	\$138K	\$119K	\$114K	\$119K
North Carolina	\$83K	\$98K	\$113K	\$98K	\$93K	\$98K
North Dakota	\$79K	\$94K	\$109K	\$94K	\$89K	\$94K
Ohio	\$83K	\$98K	\$113K	\$98K	\$93K	\$98K
Oklahoma	\$77K	\$92K	\$107K	\$92K	\$97K	\$92K
Oregon	\$90K	\$106K	\$122K	\$106K	\$101K	\$106K
Pennsylvania	\$90K	\$107K	\$123K	\$107K	\$102K	\$107K
Rhode Island	\$88K	\$105K	\$121K	\$105K	\$100K	\$105K
South Carolina	\$77K	\$92K	\$107K	\$92K	\$97K	\$92K
South Dakota	\$79K	\$94K	\$109K	\$94K	\$89K	\$94K
Tennessee	\$80K	\$95K	\$110K	\$95K	\$100K	\$95K
Texas	\$83K	\$98K	\$113K	\$98K	\$93K	\$98K
Utah	\$76K	\$90K	\$105K	\$90K	\$95K	\$90K
Vermont	\$93K	\$110K	\$127K	\$110K	\$105K	\$110K
Virginia	\$86K	\$102K	\$117K	\$102K	\$97K	\$102K
Washington	\$92K	\$110K	\$128K	\$110K	\$105K	\$110K
West Virginia	\$80K	\$95K	\$110K	\$95K	\$100K	\$95K
Wisconsin	\$90K	\$107K	\$123K	\$107K	\$102K	\$107K
Wyoming	\$84K	\$99K	\$114K	\$99K	\$94K	\$99K

MECHANICAL (HVAC) PROJECT MANAGERS

Mechanical (HVAC) Project Managers are specialized leaders who oversee the installation, integration, and maintenance of HVAC systems on construction projects. Their dual expertise in project management and advanced mechanical systems is essential to ensure that large-scale HVAC installations are executed safely, efficiently, and to the highest standards. In today’s competitive market —driven by significant infrastructure investments and a need for technical excellence—offering a fair, data-driven compensation package is critical. This guide provides comprehensive, state-by-state salary benchmarks for Mechanical (HVAC) Project Managers across four major industry sectors (Commercial, Residential, Industrial, and Heavy Civil), with both nominal and cost-of-living adjusted figures, as well as total compensation estimates.

"Mechanical (HVAC) Project Managers are the technical trailblazers in our industry. Their deep expertise in complex HVAC systems not only ensures efficient project execution but also significantly enhances overall project performance. In an era where precision and technical know-how are paramount, offering competitive, data-driven compensation is an investment in operational excellence. Our comprehensive guide, which benchmarks salaries across every state and industry sector, empowers you to attract and retain the specialized talent that drives America's infrastructure forward."

- Ivan Duschatzky, Founder, Royalty Construction Talent

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$86K	\$103K	\$119K	\$103K	\$103K	\$106K	\$110K	\$116K	↑ \$108K	~\$112K
Alaska	\$124K	\$138K	\$157K	\$138K	\$138K	\$141K	\$145K	\$152K	↓ \$133K	~\$148K
Arizona	\$84K	\$116K	\$141K	\$116K	\$116K	\$119K	\$125K	\$131K	≈ \$116K	~\$123K
Arkansas	\$86K	\$103K	\$119K	\$103K	\$103K	\$106K	\$110K	\$116K	↑ \$108K	~\$112K
California	\$119K	\$147K	\$166K	\$147K	\$147K	\$151K	\$157K	\$173K	↓ \$135K	~\$157K
Colorado	\$113K	\$133K	\$152K	\$133K	\$133K	\$137K	\$141K	\$148K	↓ \$125K	~\$145K
Connecticut	\$108K	\$126K	\$144K	\$126K	\$126K	\$130K	\$135K	\$142K	↓ \$121K	~\$138K
Delaware	\$106K	\$122K	\$139K	\$122K	\$122K	\$126K	\$130K	\$136K	↓ \$119K	~\$135K
Florida	\$104K	\$131K	\$149K	\$131K	\$131K	\$135K	\$141K	\$147K	↑ \$126K	~\$140K
Georgia	\$102K	\$121K	\$139K	\$121K	\$121K	\$125K	\$130K	\$137K	↑ \$118K	~\$135K
Hawaii	\$112K	\$132K	\$152K	\$132K	\$132K	\$136K	\$141K	\$148K	≈ \$132K	~\$136K
Idaho	\$86K	\$103K	\$119K	\$103K	\$103K	\$106K	\$110K	\$116K	↑ \$108K	~\$112K
Illinois	\$100K	\$118K	\$136K	\$118K	\$118K	\$122K	\$126K	\$132K	↓ \$115K	~\$128K
Indiana	\$95K	\$112K	\$129K	\$112K	\$112K	\$116K	\$119K	\$125K	↓ \$107K	~\$115K
Iowa	\$90K	\$107K	\$122K	\$107K	\$107K	\$110K	\$113K	\$119K	↑ \$105K	~\$110K
Kansas	\$90K	\$107K	\$122K	\$107K	\$107K	\$110K	\$113K	\$119K	↑ \$105K	~\$110K
Kentucky	\$88K	\$102K	\$116K	\$102K	\$102K	\$105K	\$108K	\$113K	↑ \$98K	~\$105K
Louisiana	\$89K	\$104K	\$119K	\$104K	\$104K	\$107K	\$110K	\$116K	↑ \$99K	~\$107K
Maine	\$94K	\$110K	\$127K	\$110K	\$110K	\$114K	\$118K	\$124K	↑ \$108K	~\$115K

MECHANICAL (HVAC) PROJECT MANAGERS

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Maryland	\$100K	\$119K	\$136K	\$119K	\$119K	\$123K	\$127K	\$133K	↓ \$115K	~\$125K
Massachusetts	\$108K	\$128K	\$148K	\$128K	\$128K	\$132K	\$137K	\$144K	↓ \$122K	~\$130K
Michigan	\$100K	\$118K	\$136K	\$118K	\$118K	\$122K	\$126K	\$132K	↑ \$115K	~\$124K
Minnesota	\$108K	\$128K	\$146K	\$128K	\$128K	\$132K	\$137K	\$144K	↑ \$123K	~\$130K
Mississippi	\$86K	\$101K	\$116K	\$101K	\$101K	\$104K	\$108K	\$113K	↑ \$100K	~\$108K
Missouri	\$90K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$102K	~\$110K
Montana	\$77K	\$91K	\$104K	\$91K	\$91K	\$94K	\$97K	\$102K	↑ \$90K	~\$98K
Nebraska	\$79K	\$94K	\$108K	\$94K	\$94K	\$97K	\$100K	\$105K	↑ \$98K	~\$102K
Nevada	\$90K	\$106K	\$122K	\$106K	\$106K	\$109K	\$112K	\$117K	↓ \$101K	~\$110K
New Hampshire	\$93K	\$110K	\$126K	\$110K	\$110K	\$113K	\$116K	\$121K	↓ \$105K	~\$108K
New Jersey	\$100K	\$118K	\$136K	\$118K	\$118K	\$121K	\$124K	\$130K	↓ \$110K	~\$120K
New Mexico	\$90K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$100K	~\$108K
New York	\$106K	\$125K	\$144K	\$125K	\$125K	\$128K	\$131K	\$137K	↓ \$110K	~\$132K
North Carolina	\$90K	\$107K	\$123K	\$107K	\$90K	\$93K	\$96K	\$99K	↑ \$105K	~\$112K
North Dakota	\$88K	\$103K	\$119K	\$103K	\$103K	\$106K	\$109K	\$114K	↑ \$101K	~\$108K
Ohio	\$90K	\$107K	\$123K	\$107K	\$90K	\$93K	\$96K	\$99K	↑ \$105K	~\$112K
Oklahoma	\$88K	\$103K	\$119K	\$103K	\$88K	\$91K	\$94K	\$99K	↑ \$101K	~\$108K
Oregon	\$96K	\$113K	\$129K	\$113K	\$96K	\$99K	\$102K	\$107K	↑ \$107K	~\$110K
Pennsylvania	\$90K	\$107K	\$123K	\$107K	\$90K	\$93K	\$96K	\$99K	↑ \$105K	~\$112K
Rhode Island	\$88K	\$105K	\$121K	\$105K	\$88K	\$91K	\$94K	\$99K	↑ \$103K	~\$110K
South Carolina	\$86K	\$101K	\$115K	\$101K	\$86K	\$89K	\$92K	\$97K	↑ \$98K	~\$105K
South Dakota	\$88K	\$103K	\$119K	\$103K	\$88K	\$91K	\$94K	\$99K	↑ \$101K	~\$108K
Tennessee	\$88K	\$103K	\$119K	\$103K	\$88K	\$91K	\$94K	\$99K	↑ \$101K	~\$108K
Texas	\$90K	\$107K	\$123K	\$107K	\$107K	\$110K	\$113K	\$118K	↑ \$105K	~\$112K
Utah	\$88K	\$103K	\$119K	\$103K	\$88K	\$91K	\$94K	\$99K	↑ \$101K	~\$108K
Vermont	\$93K	\$110K	\$126K	\$110K	\$93K	\$96K	\$99K	\$102K	↑ \$105K	~\$112K
Virginia	\$90K	\$107K	\$123K	\$107K	\$90K	\$93K	\$96K	\$99K	↑ \$105K	~\$112K
Washington	\$96K	\$113K	\$129K	\$113K	\$96K	\$99K	\$102K	\$107K	↓ \$101K	~\$110K
West Virginia	\$90K	\$107K	\$123K	\$107K	\$107K	\$110K	\$113K	\$116K	↑ \$105K	~\$112K
Wisconsin	\$90K	\$107K	\$123K	\$107K	\$90K	\$93K	\$96K	\$99K	↑ \$105K	~\$112K
Wyoming	\$88K	\$103K	\$119K	\$103K	\$88K	\$91K	\$94K	\$99K	↑ \$101K	~\$108K

ELECTRICAL PROJECT MANAGERS

Electrical Project Managers are responsible for overseeing all electrical systems on construction sites, ensuring that complex electrical installations are completed safely and effectively. Given the technical expertise required for these roles, Electrical PMs usually earn a premium over general project managers. This guide presents state-by-state salary benchmarks for Electrical Project Managers across the Commercial, Residential/Multifamily, Industrial, and Heavy Civil sectors, including both base and cost-of-living adjusted figures along with total compensation estimates.

"Electrical Project Managers play a key role in ensuring that every electrical installation meets strict safety and quality standards. Their unique mix of project management skills and specialized technical knowledge sets them apart in today's competitive market. By offering competitive, data-driven compensation, companies not only attract the best talent but also reinforce the value these professionals bring to every project. Our guide provides detailed salary benchmarks for Electrical PMs across all states, adjusted for local cost-of-living, so you can make informed decisions when investing in the leadership that powers tomorrow's projects."

- Ivan Duschatzky, Founder, Royalty Construction Talent

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$85K	\$100K	\$115K	\$100K	\$100K	\$103K	\$107K	\$113K	↑ \$105K	~\$106K
Alaska	\$100K	\$120K	\$137K	\$120K	\$120K	\$123K	\$127K	\$133K	↓ \$115K	~\$125K
Arizona	\$92K	\$108K	\$124K	\$108K	\$108K	\$111K	\$116K	\$122K	≈ \$108K	~\$115K
Arkansas	\$85K	\$100K	\$115K	\$100K	\$100K	\$103K	\$107K	\$113K	↑ \$105K	~\$106K
California	\$116K	\$136K	\$156K	\$136K	\$136K	\$140K	\$144K	\$151K	↓ \$130K	~\$145K
Colorado	\$111K	\$129K	\$147K	\$129K	\$129K	\$133K	\$137K	\$144K	↓ \$125K	~\$138K
Connecticut	\$106K	\$126K	\$146K	\$126K	\$126K	\$130K	\$135K	\$142K	↓ \$122K	~\$135K
Delaware	\$104K	\$122K	\$140K	\$122K	\$122K	\$126K	\$130K	\$136K	↓ \$120K	~\$133K
Florida	\$99K	\$119K	\$139K	\$119K	\$119K	\$123K	\$128K	\$134K	↑ \$115K	~\$128K
Georgia	\$97K	\$117K	\$136K	\$117K	\$117K	\$121K	\$125K	\$132K	↑ \$113K	~\$125K
Hawaii	\$112K	\$131K	\$151K	\$131K	\$131K	\$135K	\$139K	\$146K	≈ \$131K	~\$134K
Idaho	\$85K	\$100K	\$115K	\$100K	\$100K	\$103K	\$107K	\$113K	↑ \$105K	~\$107K
Illinois	\$100K	\$118K	\$136K	\$118K	\$118K	\$122K	\$126K	\$132K	↓ \$115K	~\$124K
Indiana	\$95K	\$112K	\$129K	\$112K	\$112K	\$116K	\$119K	\$125K	↓ \$107K	~\$115K
Iowa	\$90K	\$107K	\$122K	\$107K	\$107K	\$110K	\$113K	\$119K	↑ \$105K	~\$110K
Kansas	\$90K	\$107K	\$122K	\$107K	\$107K	\$110K	\$113K	\$119K	↑ \$105K	~\$110K
Kentucky	\$88K	\$102K	\$116K	\$102K	\$102K	\$105K	\$108K	\$113K	↑ \$98K	~\$105K
Louisiana	\$89K	\$104K	\$119K	\$104K	\$104K	\$107K	\$110K	\$116K	↑ \$99K	~\$107K
Maine	\$94K	\$110K	\$127K	\$110K	\$110K	\$114K	\$118K	\$124K	↑ \$108K	~\$115K
Maryland	\$100K	\$119K	\$136K	\$119K	\$119K	\$123K	\$127K	\$133K	↓ \$115K	~\$124K
Massachusetts	\$108K	\$128K	\$148K	\$128K	\$128K	\$132K	\$137K	\$144K	↓ \$122K	~\$130K

ELECTRICAL PROJECT MANAGERS

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Michigan	\$100K	\$118K	\$136K	\$118K	\$118K	\$122K	\$126K	\$132K	↑ \$115K	~\$124K
Minnesota	\$108K	\$128K	\$146K	\$128K	\$128K	\$132K	\$137K	\$144K	↑ \$123K	~\$130K
Mississippi	\$86K	\$101K	\$116K	\$101K	\$101K	\$104K	\$108K	\$113K	↑ \$100K	~\$108K
Missouri	\$90K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$102K	~\$110K
Montana	\$85K	\$99K	\$104K	\$99K	\$99K	\$102K	\$106K	\$111K	↑ \$95K	~\$102K
Nebraska	\$87K	\$103K	\$119K	\$103K	\$103K	\$106K	\$109K	\$114K	↑ \$102K	~\$108K
Nevada	\$92K	\$108K	\$124K	\$108K	\$108K	\$111K	\$114K	\$119K	↓ \$103K	~\$112K
New Hampshire	\$95K	\$112K	\$128K	\$112K	\$112K	\$115K	\$118K	\$123K	↓ \$107K	~\$110K
New Jersey	\$100K	\$118K	\$136K	\$118K	\$118K	\$121K	\$124K	\$130K	↓ \$110K	~\$120K
New Mexico	\$90K	\$105K	\$121K	\$105K	\$105K	\$108K	\$112K	\$117K	↑ \$100K	~\$108K
New York	\$106K	\$125K	\$144K	\$125K	\$125K	\$128K	\$131K	\$137K	↓ \$110K	~\$132K
North Carolina	\$100K	\$115K	\$130K	\$115K	\$100K	\$103K	\$106K	\$111K	↑ \$108K	~\$115K
North Dakota	\$95K	\$110K	\$125K	\$110K	\$110K	\$112K	\$115K	\$120K	↑ \$108K	~\$112K
Ohio	\$100K	\$115K	\$130K	\$115K	\$100K	\$103K	\$106K	\$111K	↑ \$108K	~\$115K
Oklahoma	\$95K	\$110K	\$125K	\$110K	\$95K	\$98K	\$101K	\$106K	↑ \$105K	~\$112K
Oregon	\$102K	\$119K	\$136K	\$119K	\$102K	\$105K	\$108K	\$113K	↑ \$115K	~\$120K
Pennsylvania	\$100K	\$115K	\$130K	\$115K	\$100K	\$103K	\$106K	\$111K	↑ \$108K	~\$115K
Rhode Island	\$95K	\$112K	\$128K	\$112K	\$95K	\$98K	\$101K	\$104K	↑ \$108K	~\$115K
South Carolina	\$90K	\$105K	\$120K	\$105K	\$90K	\$93K	\$96K	\$101K	↑ \$103K	~\$110K
South Dakota	\$95K	\$110K	\$125K	\$110K	\$95K	\$98K	\$101K	\$106K	↑ \$108K	~\$112K
Tennessee	\$95K	\$110K	\$125K	\$110K	\$95K	\$98K	\$101K	\$106K	↑ \$108K	~\$112K
Texas	\$100K	\$115K	\$130K	\$115K	\$115K	\$118K	\$121K	\$126K	↑ \$113K	~\$120K
Utah	\$95K	\$110K	\$125K	\$110K	\$95K	\$98K	\$101K	\$106K	↑ \$108K	~\$115K
Vermont	\$100K	\$115K	\$130K	\$115K	\$100K	\$103K	\$106K	\$111K	↑ \$108K	~\$115K
Virginia	\$100K	\$115K	\$130K	\$115K	\$100K	\$103K	\$106K	\$111K	↑ \$108K	~\$115K
Washington	\$102K	\$119K	\$136K	\$119K	\$102K	\$105K	\$108K	\$113K	↓ \$110K	~\$120K
West Virginia	\$100K	\$115K	\$130K	\$115K	\$115K	\$118K	\$121K	\$126K	↑ \$108K	~\$115K
Wisconsin	\$100K	\$115K	\$130K	\$115K	\$100K	\$103K	\$106K	\$111K	↑ \$108K	~\$115K
Wyoming	\$96K	\$110K	\$124K	\$110K	\$96K	\$99K	\$102K	\$107K	↑ \$105K	~\$112K

PLUMBING PROJECT MANAGERS

Plumbing Project Managers are the backbone of every successful construction project when it comes to plumbing. They oversee everything from installation to maintenance, ensuring that systems meet strict quality and safety standards while keeping projects on schedule and within budget. In an industry where precision and reliability are key, offering competitive, data-driven compensation is critical. Our state-by-state benchmarks provide clear insights into current market rates, helping you attract and retain top plumbing talent.

"Plumbing Project Managers blend technical expertise with solid project management skills to ensure that every installation runs smoothly and safely. I've seen firsthand how a well-managed plumbing project can keep construction on track, while a poorly executed one can cause significant delays and cost overruns. Our comprehensive guide offers the benchmarks you need to make informed compensation decisions, so you can secure the best professionals in the field and drive your projects to success."

- Ivan Duschatzky, Founder, Royalty Construction Talent

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Alabama	\$87K	\$103K	\$119K	\$103K	\$103K	\$106K	\$110K	\$116K	↑ \$108K	~\$108K
Alaska	\$102K	\$122K	\$140K	\$122K	\$122K	\$125K	\$129K	\$136K	↓ \$115K	~\$126K
Arizona	\$92K	\$108K	\$125K	\$108K	\$108K	\$111K	\$116K	\$122K	≈ \$108K	~\$115K
Arkansas	\$87K	\$103K	\$119K	\$103K	\$103K	\$106K	\$110K	\$116K	↑ \$108K	~\$108K
California	\$117K	\$138K	\$159K	\$138K	\$138K	\$142K	\$147K	\$154K	↓ \$130K	~\$145K
Colorado	\$112K	\$133K	\$154K	\$133K	\$133K	\$137K	\$141K	\$148K	↓ \$125K	~\$140K
Connecticut	\$107K	\$128K	\$149K	\$128K	\$128K	\$132K	\$137K	\$144K	↓ \$121K	~\$135K
Delaware	\$105K	\$122K	\$139K	\$122K	\$122K	\$126K	\$130K	\$136K	↓ \$119K	~\$133K
Florida	\$100K	\$121K	\$142K	\$121K	\$121K	\$125K	\$130K	\$136K	↑ \$115K	~\$128K
Georgia	\$98K	\$117K	\$136K	\$117K	\$117K	\$121K	\$125K	\$132K	↑ \$113K	~\$125K
Hawaii	\$107K	\$126K	\$146K	\$126K	\$126K	\$130K	\$134K	\$141K	≈ \$126K	~\$129K
Idaho	\$92K	\$108K	\$125K	\$108K	\$108K	\$111K	\$116K	\$122K	↑ \$108K	~\$112K
Illinois	\$102K	\$122K	\$142K	\$122K	\$122K	\$126K	\$130K	\$136K	↓ \$115K	~\$125K
Indiana	\$98K	\$117K	\$136K	\$117K	\$117K	\$121K	\$125K	\$132K	↓ \$110K	~\$123K
Iowa	\$94K	\$112K	\$131K	\$112K	\$112K	\$116K	\$120K	\$127K	↑ \$108K	~\$116K
Kansas	\$94K	\$112K	\$131K	\$112K	\$112K	\$116K	\$120K	\$127K	↑ \$108K	~\$116K
Kentucky	\$90K	\$106K	\$121K	\$106K	\$106K	\$109K	\$113K	\$120K	↑ \$102K	~\$110K
Louisiana	\$91K	\$107K	\$123K	\$107K	\$107K	\$110K	\$114K	\$121K	↑ \$103K	~\$111K
Maine	\$94K	\$110K	\$127K	\$110K	\$110K	\$114K	\$118K	\$124K	↑ \$108K	~\$115K
Maryland	\$98K	\$116K	\$134K	\$116K	\$116K	\$120K	\$124K	\$130K	↓ \$112K	~\$123K
Massachusetts	\$105K	\$126K	\$147K	\$126K	\$126K	\$130K	\$135K	\$142K	↓ \$120K	~\$130K

PLUMBING PROJECT MANAGERS

STATE	OVERALL Q1	OVERALL MEDIAN	OVERALL Q3	OVERALL AVERAGE	OVERALL COMMERCIAL AVG	RESIDENTIAL / MULTIFAMILY AVG	OVERALL INDUSTRIAL AVG	OVERALL HEAVY CIVIL AVG	OVERALL ADJUSTED AVG SALARY	OVERALL TOTAL COMPENSATION
Michigan	\$102K	\$122K	\$142K	\$122K	\$122K	\$126K	\$130K	\$136K	↑ \$117K	~\$125K
Minnesota	\$108K	\$128K	\$146K	\$128K	\$128K	\$132K	\$137K	\$144K	↑ \$123K	~\$130K
Mississippi	\$90K	\$107K	\$123K	\$107K	\$107K	\$110K	\$114K	\$121K	↑ \$105K	~\$113K
Missouri	\$94K	\$112K	\$131K	\$112K	\$112K	\$116K	\$120K	\$127K	↑ \$108K	~\$116K
Montana	\$90K	\$107K	\$123K	\$107K	\$107K	\$110K	\$114K	\$121K	↑ \$105K	~\$113K
Nebraska	\$92K	\$108K	\$124K	\$108K	\$108K	\$111K	\$115K	\$122K	↑ \$107K	~\$113K
Nevada	\$96K	\$113K	\$130K	\$113K	\$113K	\$116K	\$120K	\$127K	↓ \$108K	~\$117K
New Hampshire	\$98K	\$114K	\$131K	\$114K	\$114K	\$117K	\$121K	\$128K	↓ \$110K	~\$118K
New Jersey	\$102K	\$119K	\$137K	\$119K	\$119K	\$123K	\$127K	\$134K	↓ \$112K	~\$124K
New Mexico	\$94K	\$110K	\$127K	\$110K	\$110K	\$114K	\$118K	\$124K	↑ \$108K	~\$116K
New York	\$105K	\$124K	\$143K	\$124K	\$124K	\$128K	\$132K	\$139K	↓ \$115K	~\$128K
North Carolina	\$98K	\$115K	\$132K	\$115K	\$115K	\$119K	\$123K	\$130K	↑ \$112K	~\$120K
North Dakota	\$94K	\$110K	\$126K	\$110K	\$110K	\$113K	\$117K	\$124K	↑ \$108K	~\$115K
Ohio	\$98K	\$115K	\$132K	\$115K	\$115K	\$119K	\$123K	\$130K	↑ \$112K	~\$120K
Oklahoma	\$94K	\$110K	\$126K	\$110K	\$110K	\$113K	\$117K	\$124K	↑ \$108K	~\$115K
Oregon	\$102K	\$119K	\$136K	\$119K	\$119K	\$123K	\$127K	\$134K	↑ \$115K	~\$122K
Pennsylvania	\$98K	\$115K	\$132K	\$115K	\$115K	\$119K	\$123K	\$130K	↑ \$112K	~\$120K
Rhode Island	\$98K	\$115K	\$132K	\$115K	\$98K	\$101K	\$104K	\$107K	↑ \$112K	~\$120K
South Carolina	\$94K	\$110K	\$126K	\$110K	\$94K	\$97K	\$101K	\$108K	↑ \$108K	~\$115K
South Dakota	\$94K	\$110K	\$126K	\$110K	\$94K	\$97K	\$101K	\$108K	↑ \$108K	~\$115K
Tennessee	\$94K	\$110K	\$126K	\$110K	\$94K	\$97K	\$101K	\$108K	↑ \$108K	~\$115K
Texas	\$98K	\$115K	\$132K	\$115K	\$115K	\$119K	\$123K	\$130K	↑ \$112K	~\$120K
Utah	\$94K	\$110K	\$126K	\$110K	\$94K	\$97K	\$101K	\$108K	↑ \$108K	~\$115K
Vermont	\$98K	\$115K	\$132K	\$115K	\$98K	\$101K	\$104K	\$107K	↑ \$112K	~\$120K
Virginia	\$98K	\$115K	\$132K	\$115K	\$98K	\$101K	\$104K	\$107K	↑ \$112K	~\$120K
Washington	\$102K	\$119K	\$136K	\$119K	\$102K	\$105K	\$108K	\$113K	↓ \$110K	~\$122K
West Virginia	\$98K	\$115K	\$132K	\$115K	\$115K	\$119K	\$123K	\$130K	↑ \$112K	~\$120K
Wisconsin	\$98K	\$115K	\$132K	\$115K	\$98K	\$101K	\$104K	\$107K	↑ \$112K	~\$120K
Wyoming	\$94K	\$110K	\$126K	\$110K	\$94K	\$97K	\$101K	\$108K	↑ \$108K	~\$115K

ROOFING PROJECT MANAGERS

Roofing Project Managers are the leaders who take charge of every roofing project—from planning and coordination to ensuring that installations meet safety and quality standards. Our benchmark provides you with average salary figures across all 50 states. We’ve adjusted these numbers to reflect local cost-of-living differences, and our total compensation figures include an additional 5–10% for bonuses and profit sharing. At Royalty Construction Talent, we pride ourselves on being the go-to experts for recruiting top roofing talent. If you need the right leader for your next project, we’re here to help.

"Roofing Project Managers are crucial to ensuring a job is done right. I've seen firsthand the costly consequences of poor workmanship on both residential and commercial roofs—it's vital to have someone with solid experience who truly knows what they're doing. They ensure every roofing project is completed safely, on time, and within budget. Our data provides clear, state-by-state benchmarks that factor in cost-of-living, so you know exactly what to offer. We're proud to be recognized as one of the leading recruiters in this field, connecting companies with the best roofing talent available."

- Ivan Duschatzky, Founder, Royalty Construction Talent

STATE	Q1	MEDIAN	Q3	AVERAGE	ADJUSTED SALARY	TOTAL COMP
Alabama	\$94K	\$112K	\$130K	\$112K	↑ \$108K	~ \$117K
Alaska	\$108K	\$130K	\$148K	\$130K	↓ \$125K	~ \$137K
Arizona	\$92K	\$114K	\$136K	\$114K	≈ \$114K	~ \$122K
Arkansas	\$94K	\$112K	\$130K	\$112K	↑ \$108K	~ \$117K
California	\$118K	\$141K	\$164K	\$141K	↓ \$135K	~ \$150K
Colorado	\$113K	\$135K	\$157K	\$135K	↓ \$130K	~ \$145K
Connecticut	\$108K	\$130K	\$152K	\$130K	↓ \$125K	~ \$138K
Delaware	\$106K	\$122K	\$141K	\$122K	↓ \$120K	~ \$135K
Florida	\$101K	\$121K	\$141K	\$121K	↑ \$115K	~ \$128K
Georgia	\$99K	\$119K	\$138K	\$119K	↑ \$113K	~ \$125K
Hawaii	\$107K	\$126K	\$146K	\$126K	≈ \$126K	~ \$129K
Idaho	\$94K	\$114K	\$136K	\$114K	↑ \$108K	~ \$122K
Illinois	\$108K	\$130K	\$152K	\$130K	↓ \$125K	~ \$137K
Indiana	\$104K	\$125K	\$147K	\$125K	↓ \$120K	~ \$133K
Iowa	\$100K	\$122K	\$144K	\$122K	↑ \$117K	~ \$130K
Kansas	\$100K	\$122K	\$144K	\$122K	↑ \$117K	~ \$130K
Kentucky	\$96K	\$110K	\$125K	\$110K	↑ \$105K	~ \$118K
Louisiana	\$97K	\$112K	\$128K	\$112K	↑ \$106K	~ \$119K
Maine	\$102K	\$122K	\$141K	\$122K	↑ \$118K	~ \$125K
Maryland	\$106K	\$126K	\$144K	\$126K	↓ \$121K	~ \$132K
Massachusetts	\$112K	\$132K	\$152K	\$132K	↓ \$126K	~ \$138K

ROOFING PROJECT MANAGERS

STATE	Q1	MEDIAN	Q3	AVERAGE	ADJUSTED SALARY	TOTAL COMP
Michigan	\$108K	\$128K	\$148K	\$128K	↑ \$123K	~ \$135K
Minnesota	\$112K	\$132K	\$150K	\$132K	↑ \$127K	~ \$138K
Mississippi	\$96K	\$112K	\$128K	\$112K	↑ \$110K	~ \$118K
Missouri	\$100K	\$122K	\$144K	\$122K	↑ \$117K	~ \$130K
Montana	\$94K	\$108K	\$123K	\$108K	↑ \$105K	~ \$113K
Nebraska	\$96K	\$111K	\$127K	\$111K	↑ \$108K	~ \$115K
Nevada	\$102K	\$118K	\$134K	\$118K	↓ \$113K	~ \$123K
New Hampshire	\$104K	\$120K	\$136K	\$120K	↓ \$115K	~ \$125K
New Jersey	\$108K	\$124K	\$142K	\$124K	↓ \$118K	~ \$130K
New Mexico	\$102K	\$118K	\$134K	\$118K	↑ \$115K	~ \$124K
New York	\$112K	\$132K	\$152K	\$132K	↓ \$126K	~ \$138K
North Carolina	\$106K	\$122K	\$138K	\$122K	↑ \$117K	~ \$130K
North Dakota	\$104K	\$120K	\$136K	\$120K	↑ \$116K	~ \$128K
Ohio	\$106K	\$122K	\$138K	\$122K	↑ \$117K	~ \$130K
Oklahoma	\$104K	\$120K	\$136K	\$120K	↑ \$116K	~ \$128K
Oregon	\$108K	\$124K	\$140K	\$124K	↑ \$119K	~ \$132K
Pennsylvania	\$106K	\$122K	\$138K	\$122K	↑ \$117K	~ \$130K
Rhode Island	\$104K	\$120K	\$136K	\$120K	↑ \$115K	~ \$128K
South Carolina	\$100K	\$115K	\$130K	\$115K	↑ \$108K	~ \$123K
South Dakota	\$104K	\$120K	\$136K	\$120K	↑ \$115K	~ \$128K
Tennessee	\$100K	\$115K	\$130K	\$115K	↑ \$108K	~ \$123K
Texas	\$108K	\$124K	\$140K	\$124K	↑ \$113K	~ \$130K
Utah	\$104K	\$120K	\$136K	\$120K	↑ \$116K	~ \$128K
Vermont	\$112K	\$134K	\$156K	\$134K	↑ \$128K	~ \$142K
Virginia	\$112K	\$134K	\$156K	\$134K	↑ \$128K	~ \$142K
Washington	\$115K	\$138K	\$161K	\$138K	↓ \$132K	~ \$147K
West Virginia	\$110K	\$132K	\$156K	\$132K	↑ \$127K	~ \$139K
Wisconsin	\$112K	\$134K	\$156K	\$134K	↑ \$128K	~ \$142K
Wyoming	\$108K	\$130K	\$148K	\$130K	↑ \$124K	~ \$136K

FIRE PROTECTION PROJECT MANAGERS

Fire Protection Project Managers play a critical role in ensuring that fire suppression and life safety systems are designed, installed, and maintained to meet all safety standards. Their specialized skills help reduce risks and protect both property and lives. In an industry where safety is non-negotiable, offering competitive, data-driven compensation for these professionals is essential. This guide lays out clear, state-by-state salary benchmarks—including both nominal figures and cost-of-living adjustments—so you know exactly what to offer to secure top fire protection talent.

Fire Protection Project Managers are the unsung heroes who keep our construction sites safe. Their expertise in designing and implementing fire safety systems not only protects lives and property but also demonstrates a company’s commitment to excellence and compliance. In today’s competitive market, offering a fair, data-backed compensation package for these professionals isn’t just an expense—it’s a smart investment in long-term safety and success. Our comprehensive guide provides the benchmarks you need to attract and retain the best talent in fire protection."

- Ivan Duschatzky, Founder, Royalty Construction Talent

STATE	Q1	MEDIAN	Q3	AVERAGE	ADJUSTED SALARY	TOTAL COMP
Alabama	\$95K	\$112K	\$129K	\$112K	↑ \$108K	~\$118K
Alaska	\$110K	\$132K	\$154K	\$132K	↓ \$125K	~\$138K
Arizona	\$102K	\$121K	\$140K	\$121K	≈ \$121K	~\$128K
Arkansas	\$95K	\$112K	\$129K	\$112K	↑ \$108K	~\$118K
California	\$125K	\$147K	\$169K	\$147K	↓ \$138K	~\$158K
Colorado	\$120K	\$142K	\$164K	\$142K	↓ \$135K	~\$155K
Connecticut	\$117K	\$139K	\$161K	\$139K	↓ \$133K	~\$153K
Delaware	\$115K	\$137K	\$159K	\$137K	↓ \$131K	~\$148K
Florida	\$112K	\$134K	\$156K	\$134K	↑ \$128K	~\$145K
Georgia	\$110K	\$132K	\$154K	\$132K	↑ \$126K	~\$143K
Hawaii	\$115K	\$137K	\$159K	\$137K	≈ \$137K	~\$143K
Idaho	\$105K	\$127K	\$149K	\$127K	↑ \$123K	~\$137K
Illinois	\$115K	\$137K	\$159K	\$137K	↓ \$133K	~\$148K
Indiana	\$112K	\$134K	\$156K	\$134K	↓ \$128K	~\$141K
Iowa	\$110K	\$132K	\$154K	\$132K	↑ \$126K	~\$139K
Kansas	\$110K	\$132K	\$154K	\$132K	↑ \$126K	~\$139K
Kentucky	\$107K	\$129K	\$151K	\$129K	↑ \$124K	~\$136K
Louisiana	\$108K	\$130K	\$152K	\$130K	↑ \$125K	~\$137K
Maine	\$112K	\$134K	\$156K	\$134K	↑ \$128K	~\$142K
Maryland	\$115K	\$137K	\$159K	\$137K	↓ \$133K	~\$148K
Massachusetts	\$120K	\$142K	\$164K	\$142K	↓ \$136K	~\$155K

FIRE PROTECTION PROJECT MANAGERS

STATE	Q1	MEDIAN	Q3	AVERAGE	ADJUSTED SALARY	TOTAL COMP
Michigan	\$115K	\$137K	\$159K	\$137K	↑ \$133K	~\$148K
Minnesota	\$120K	\$142K	\$164K	\$142K	↑ \$137K	~\$155K
Mississippi	\$108K	\$130K	\$152K	\$130K	↑ \$125K	~\$137K
Missouri	\$110K	\$132K	\$154K	\$132K	↑ \$127K	~\$139K
Montana	\$105K	\$127K	\$149K	\$127K	↑ \$122K	~\$137K
Nebraska	\$108K	\$132K	\$154K	\$132K	↑ \$128K	~\$139K
Nevada	\$115K	\$137K	\$159K	\$137K	↓ \$131K	~\$148K
New Hampshire	\$117K	\$141K	\$163K	\$141K	↓ \$135K	~\$156K
New Jersey	\$120K	\$144K	\$168K	\$144K	↓ \$138K	~\$157K
New Mexico	\$110K	\$132K	\$154K	\$132K	↑ \$126K	~\$139K
New York	\$125K	\$151K	\$177K	\$151K	↓ \$141K	~\$166K
North Carolina	\$118K	\$140K	\$162K	\$140K	↑ \$134K	~\$153K
North Dakota	\$115K	\$137K	\$159K	\$137K	↑ \$131K	~\$148K
Ohio	\$118K	\$140K	\$162K	\$140K	↑ \$134K	~\$153K
Oklahoma	\$115K	\$137K	\$159K	\$137K	↑ \$131K	~\$148K
Oregon	\$125K	\$148K	\$171K	\$148K	↑ \$141K	~\$159K
Pennsylvania	\$118K	\$140K	\$162K	\$140K	↑ \$134K	~\$153K
Rhode Island	\$118K	\$140K	\$162K	\$140K	↑ \$134K	~\$153K
South Carolina	\$115K	\$137K	\$159K	\$137K	↑ \$131K	~\$148K
South Dakota	\$115K	\$137K	\$159K	\$137K	↑ \$131K	~\$148K
Tennessee	\$115K	\$137K	\$159K	\$137K	↑ \$131K	~\$148K
Texas	\$120K	\$144K	\$168K	\$144K	↑ \$138K	~\$157K
Utah	\$118K	\$142K	\$166K	\$142K	↑ \$136K	~\$155K
Vermont	\$120K	\$144K	\$168K	\$144K	↑ \$138K	~\$157K
Virginia	\$120K	\$144K	\$168K	\$144K	↑ \$138K	~\$157K
Washington	\$125K	\$148K	\$171K	\$148K	↓ \$141K	~\$159K
West Virginia	\$115K	\$137K	\$159K	\$137K	↑ \$131K	~\$148K
Wisconsin	\$115K	\$137K	\$159K	\$137K	↑ \$131K	~\$148K
Wyoming	\$110K	\$132K	\$156K	\$132K	↑ \$127K	~\$144K

RESTORATION PROJECT MANAGERS

Restoration Project Managers are the experts who turn challenging, unexpected setbacks into opportunities for renewal. Their deep understanding of repair and recovery processes ensures projects are restored efficiently and to the highest standards. While many recruiters shy away from these demanding roles, we've built a reputation for consistently matching our clients with top-tier restoration PMs who truly make a difference. At Royalty Construction Talent, we understand the unique challenges of the restoration market—and we're here to help you secure the leadership that transforms obstacles into success.

Fire Protection Project Managers are the unsung heroes who keep our construction sites safe. Their expertise in designing and implementing fire safety systems not only protects lives and property but also demonstrates a company's commitment to excellence and compliance. In today's competitive market, offering a fair, data-backed compensation package for these professionals isn't just an expense—it's a smart investment in long-term safety and success. Our comprehensive guide provides the benchmarks you need to attract and retain the best talent in fire protection."

- Ivan Duschatzky, Founder, Royalty Construction Talent

STATE	Q1	MEDIAN	Q3	AVERAGE	ADJUSTED SALARY	TOTAL COMP
Alabama	\$64K	\$76K	\$88K	\$76K	↑ \$80K	~\$81K
Alaska	\$80K	\$96K	\$112K	\$96K	↓ \$92K	~\$100K
Arizona	\$74K	\$86K	\$98K	\$86K	≈ \$86K	~\$90K
Arkansas	\$64K	\$76K	\$88K	\$76K	↑ \$80K	~\$81K
California	\$94K	\$112K	\$130K	\$112K	↓ \$106K	~\$116K
Colorado	\$90K	\$108K	\$126K	\$108K	↓ \$102K	~\$108K
Connecticut	\$86K	\$104K	\$122K	\$104K	↓ \$100K	~\$105K
Delaware	\$84K	\$100K	\$116K	\$100K	↓ \$98K	~\$103K
Florida	\$80K	\$95K	\$110K	\$95K	≈ \$95K	~\$100K
Georgia	\$80K	\$95K	\$110K	\$95K	↑ \$95K	~\$100K
Hawaii	\$84K	\$100K	\$116K	\$100K	≈ \$100K	~\$104K
Idaho	\$80K	\$95K	\$110K	\$95K	↑ \$95K	~\$100K
Illinois	\$86K	\$104K	\$122K	\$104K	↓ \$100K	~\$105K
Indiana	\$80K	\$95K	\$110K	\$95K	↓ \$98K	~\$100K
Iowa	\$78K	\$93K	\$108K	\$93K	↑ \$90K	~\$94K
Kansas	\$78K	\$93K	\$108K	\$93K	↑ \$90K	~\$94K
Kentucky	\$75K	\$88K	\$101K	\$88K	↑ \$84K	~\$90K
Louisiana	\$75K	\$88K	\$101K	\$88K	↑ \$84K	~\$90K
Maine	\$78K	\$93K	\$108K	\$93K	↑ \$90K	~\$94K
Maryland	\$80K	\$95K	\$110K	\$95K	↓ \$92K	~\$100K
Massachusetts	\$84K	\$100K	\$116K	\$100K	↓ \$98K	~\$104K

RESTORATION PROJECT MANAGERS

STATE	Q1	MEDIAN	Q3	AVERAGE	ADJUSTED SALARY	TOTAL COMP
Michigan	\$80K	\$95K	\$110K	\$95K	↑ \$95K	~\$100K
Minnesota	\$84K	\$100K	\$116K	\$100K	↑ \$98K	~\$104K
Mississippi	\$72K	\$86K	\$100K	\$86K	↑ \$82K	~\$90K
Missouri	\$78K	\$93K	\$108K	\$93K	↑ \$90K	~\$94K
Montana	\$72K	\$86K	\$100K	\$86K	↑ \$82K	~\$90K
Nebraska	\$74K	\$88K	\$102K	\$88K	↑ \$84K	~\$92K
Nevada	\$80K	\$95K	\$110K	\$95K	↓ \$92K	~\$100K
New Hampshire	\$80K	\$95K	\$110K	\$95K	↓ \$92K	~\$100K
New Jersey	\$84K	\$100K	\$116K	\$100K	↓ \$98K	~\$104K
New Mexico	\$78K	\$93K	\$108K	\$93K	↑ \$90K	~\$94K
New York	\$86K	\$104K	\$122K	\$104K	↓ \$100K	~\$105K
North Carolina	\$80K	\$95K	\$110K	\$95K	↑ \$95K	~\$100K
North Dakota	\$80K	\$95K	\$110K	\$95K	↑ \$95K	~\$100K
Ohio	\$80K	\$95K	\$110K	\$95K	↑ \$95K	~\$100K
Oklahoma	\$79K	\$93K	\$107K	\$93K	↑ \$92K	~\$95K
Oregon	\$97K	\$115K	\$132K	\$115K	↑ \$117K	~\$115K
Pennsylvania	\$95K	\$112K	\$129K	\$112K	↑ \$112K	~\$110K
Rhode Island	\$93.5K	\$110K	\$126.5K	\$110K	↑ \$107K	~\$108K
South Carolina	\$79K	\$94K	\$108K	\$94K	≈ \$94K	~\$98K
South Dakota	\$81.6K	\$96K	\$110.4K	\$96K	≈ \$96K	~\$100K
Tennessee	\$80.75K	\$95K	\$109.25K	\$95K	≈ \$95K	~\$100K
Texas	\$85K	\$100K	\$115K	\$100K	↑ \$108K	~\$105K
Utah	\$78K	\$92K	\$105K	\$92K	≈ \$100K	~\$95K
Vermont	\$98.6K	\$116K	\$133.4K	\$116K	\$124K	~\$118K
Virginia	\$91K	\$108K	\$124K	\$108K	\$115K	~\$110K
Washington	\$102K	\$120K	\$138K	\$120K	\$128K	~\$122K
West Virginia	\$80K	\$95K	\$109K	\$95K	\$103K	~\$100K
Wisconsin	\$95K	\$112K	\$128K	\$112K	\$118K	~\$112K
Wyoming	\$83K	\$98K	\$112K	\$98K	\$105K	~\$100K

ARCHITECTURAL PROJECT MANAGERS

Architectural Project Managers are the creative forces who turn design ideas into reality. They ensure that innovative concepts are executed flawlessly on the ground, blending creativity with practical know-how. In today’s competitive market, it’s vital to offer compensation that truly reflects the unique mix of artistic vision and technical expertise these professionals bring. Our detailed, state-by-state guide –with cost-of-living adjustments–provides the clear benchmarks you need to attract and secure the exceptional talent that will shape the future of our built environment.

STATE	Q1	MEDIAN	Q3	AVERAGE	ADJUSTED SALARY	TOTAL COMP
Alabama	\$95K	\$113K	\$131K	\$113K	↑ \$108K	~\$118K
Alaska	\$107K	\$127K	\$147K	\$127K	↓ \$122K	~\$134K
Arizona	\$100K	\$119K	\$138K	\$119K	≈ \$119K	~\$128K
Arkansas	\$95K	\$113K	\$131K	\$113K	↑ \$108K	~\$118K
California	\$115K	\$136K	\$157K	\$136K	↓ \$128K	~\$148K
Colorado	\$112K	\$134K	\$156K	\$134K	↓ \$127K	~\$146K
Connecticut	\$108K	\$130K	\$152K	\$130K	↓ \$124K	~\$144K
Delaware	\$106K	\$128K	\$150K	\$128K	↓ \$122K	~\$142K
Florida	\$100K	\$119K	\$138K	\$119K	↑ \$115K	~\$128K
Georgia	\$102K	\$123K	\$144K	\$123K	↑ \$118K	~\$130K
Hawaii	\$105K	\$126K	\$147K	\$126K	≈ \$126K	~\$132K
Idaho	\$100K	\$119K	\$138K	\$119K	↑ \$115K	~\$128K
Illinois	\$108K	\$130K	\$152K	\$130K	↓ \$124K	~\$144K
Indiana	\$105K	\$127K	\$149K	\$127K	↓ \$122K	~\$142K
Iowa	\$102K	\$124K	\$146K	\$124K	↑ \$119K	~\$132K
Kansas	\$102K	\$124K	\$146K	\$124K	↑ \$119K	~\$132K
Kentucky	\$100K	\$122K	\$144K	\$122K	↑ \$117K	~\$130K
Louisiana	\$101K	\$123K	\$145K	\$123K	↑ \$118K	~\$130K
Maine	\$104K	\$126K	\$148K	\$126K	↑ \$121K	~\$133K
Maryland	\$107K	\$129K	\$151K	\$129K	↓ \$124K	~\$140K
Massachusetts	\$112K	\$134K	\$156K	\$134K	↓ \$128K	~\$144K
Michigan	\$108K	\$130K	\$152K	\$130K	↑ \$125K	~\$140K
Minnesota	\$112K	\$134K	\$156K	\$134K	↑ \$129K	~\$144K
Mississippi	\$100K	\$119K	\$138K	\$119K	↑ \$115K	~\$128K

ARCHITECTURAL PROJECT MANAGERS

STATE	Q1	MEDIAN	Q3	AVERAGE	ADJUSTED SALARY	TOTAL COMP
Missouri	\$102K	\$124K	\$146K	\$124K	↑ \$119K	~\$132K
Montana	\$98K	\$119K	\$140K	\$119K	↑ \$115K	~\$128K
Nebraska	\$100K	\$124K	\$146K	\$124K	↑ \$119K	~\$132K
Nevada	\$107K	\$129K	\$151K	\$129K	↓ \$124K	~\$140K
New Hampshire	\$108K	\$130K	\$152K	\$130K	↓ \$125K	~\$142K
New Jersey	\$112K	\$134K	\$156K	\$134K	↓ \$128K	~\$144K
New Mexico	\$102K	\$124K	\$146K	\$124K	↑ \$119K	~\$132K
New York	\$115K	\$137K	\$159K	\$137K	↓ \$130K	~\$148K
North Carolina	\$110K	\$132K	\$154K	\$132K	↑ \$127K	~\$139K
North Dakota	\$107K	\$129K	\$151K	\$129K	↑ \$124K	~\$136K
Ohio	\$110K	\$132K	\$154K	\$132K	↑ \$127K	~\$139K
Oklahoma	\$107K	\$129K	\$151K	\$129K	↑ \$124K	~\$136K
Oregon	\$115K	\$138K	\$161K	\$138K	↑ \$132K	~\$147K
Pennsylvania	\$110K	\$132K	\$154K	\$132K	↑ \$127K	~\$139K
Rhode Island	\$110K	\$132K	\$154K	\$132K	↑ \$127K	~\$139K
South Carolina	\$107K	\$129K	\$151K	\$129K	↑ \$124K	~\$136K
South Dakota	\$107K	\$129K	\$151K	\$129K	↑ \$124K	~\$136K
Tennessee	\$107K	\$129K	\$151K	\$129K	↑ \$124K	~\$136K
Texas	\$112K	\$134K	\$156K	\$134K	↑ \$128K	~\$142K
Utah	\$110K	\$132K	\$154K	\$132K	↑ \$127K	~\$139K
Vermont	\$112K	\$134K	\$156K	\$134K	↑ \$128K	~\$142K
Virginia	\$112K	\$134K	\$156K	\$134K	↑ \$128K	~\$142K
Washington	\$115K	\$138K	\$161K	\$138K	↓ \$132K	~\$147K
West Virginia	\$110K	\$132K	\$154K	\$132K	↑ \$127K	~\$139K
Wisconsin	\$110K	\$132K	\$154K	\$132K	↑ \$127K	~\$139K
Wyoming	\$107K	\$129K	\$151K	\$129K	↑ \$124K	~\$136K

SAFETY MANAGERS

Construction Safety Managers are essential to every successful project. Please note how this is the only boldened sentence out of every position’s intro in this salary guide. They make sure that every worksite meets strict safety standards to protect both people and property. In today’s environment—where regulatory demands and the focus on worker safety are higher than ever—offering competitive, data-driven compensation is not just a nice-to-have; it’s a necessity. Our state-by-state benchmarks provide you with clear insights, helping you invest in safety leadership that keeps your projects both efficient and secure.

STATE	Q1	MEDIAN	Q3	AVERAGE	ADJUSTED SALARY	TOTAL COMP
Alabama	\$70K	\$85K	\$100K	\$85K	\$83K	\$90K
Alaska	\$80K	\$95K	\$110K	\$95K	\$92K	\$100K
Arizona	\$72K	\$87K	\$102K	\$87K	\$84K	\$90K
Arkansas	\$70K	\$85K	\$100K	\$85K	\$83K	\$88K
California	\$95K	\$115K	\$135K	\$115K	\$108K	\$125K
Colorado	\$90K	\$108K	\$126K	\$108K	\$104K	\$115K
Connecticut	\$88K	\$105K	\$122K	\$105K	\$100K	\$110K
Delaware	\$85K	\$102K	\$119K	\$102K	\$98K	\$107K
Florida	\$75K	\$90K	\$105K	\$90K	\$87K	\$95K
Georgia	\$75K	\$90K	\$105K	\$90K	\$88K	\$95K
Hawaii	\$90K	\$107K	\$124K	\$107K	\$102K	\$112K
Idaho	\$70K	\$85K	\$100K	\$85K	\$82K	\$90K
Illinois	\$80K	\$95K	\$110K	\$95K	\$90K	\$100K
Indiana	\$75K	\$90K	\$105K	\$90K	\$87K	\$95K
Iowa	\$73K	\$88K	\$103K	\$88K	\$85K	\$93K
Kansas	\$73K	\$88K	\$103K	\$88K	\$85K	\$93K
Kentucky	\$72K	\$87K	\$102K	\$87K	\$84K	\$92K
Louisiana	\$73K	\$88K	\$103K	\$88K	\$85K	\$93K
Maine	\$75K	\$90K	\$105K	\$90K	\$87K	\$95K
Maryland	\$80K	\$95K	\$110K	\$95K	\$92K	\$100K
Massachusetts	\$85K	\$100K	\$115K	\$100K	\$96K	\$105K
Michigan	\$75K	\$90K	\$105K	\$90K	\$87K	\$95K
Minnesota	\$80K	\$95K	\$110K	\$95K	\$92K	\$100K
Mississippi	\$70K	\$85K	\$100K	\$85K	\$83K	\$90K

SAFETY MANAGERS

State	Q1	Median	Q3	Average	Adjusted Salary	Total Comp
Missouri	\$73K	\$88K	\$103K	\$88K	\$85K	\$93K
Montana	\$70K	\$85K	\$100K	\$85K	\$83K	\$90K
Nebraska	\$73K	\$88K	\$103K	\$88K	\$85K	\$93K
Nevada	\$78K	\$93K	\$108K	\$93K	\$90K	\$98K
New Hampshire	\$75K	\$90K	\$105K	\$90K	\$87K	\$95K
New Jersey	\$80K	\$95K	\$110K	\$95K	\$92K	\$100K
New Mexico	\$70K	\$85K	\$100K	\$85K	\$83K	\$90K
New York	\$90K	\$107K	\$124K	\$107K	\$102K	\$112K
North Carolina	\$75K	\$90K	\$105K	\$90K	\$88K	\$95K
North Dakota	\$72K	\$87K	\$102K	\$87K	\$84K	\$92K
Ohio	\$75K	\$90K	\$105K	\$90K	\$88K	\$95K
Oklahoma	\$73K	\$88K	\$103K	\$88K	\$85K	\$93K
Oregon	\$80K	\$95K	\$110K	\$95K	\$90K	\$100K
Pennsylvania	\$78K	\$93K	\$108K	\$93K	\$90K	\$98K
Rhode Island	\$78K	\$93K	\$108K	\$93K	\$90K	\$98K
South Carolina	\$73K	\$88K	\$103K	\$88K	\$85K	\$93K
South Dakota	\$72K	\$87K	\$102K	\$87K	\$84K	\$92K
Tennessee	\$75K	\$90K	\$105K	\$90K	\$87K	\$95K
Texas	\$80K	\$95K	\$110K	\$95K	\$92K	\$100K
Utah	\$75K	\$90K	\$105K	\$90K	\$88K	\$95K
Vermont	\$78K	\$93K	\$108K	\$93K	\$90K	\$98K
Virginia	\$80K	\$95K	\$110K	\$95K	\$92K	\$100K
Washington	\$85K	\$100K	\$115K	\$100K	\$96K	\$105K
West Virginia	\$73K	\$88K	\$103K	\$88K	\$85K	\$93K
Wisconsin	\$80K	\$95K	\$110K	\$95K	\$92K	\$100K
Wyoming	\$75K	\$90K	\$105K	\$90K	\$88K	\$95K

CONSTRUCTION PURCHASERS

Construction Purchasers play a pivotal role in sourcing and securing the essential materials and services required for construction projects, ensuring cost efficiency and quality. Their strategic negotiation skills and deep industry knowledge not only drive project profitability but also safeguard supply chain reliability, making them integral to successful project delivery.

STATE	Q1	MEDIAN	Q3	AVERAGE	ADJUSTED SALARY	TOTAL COMP
Alabama	\$55K	\$70K	\$85K	\$70K	\$68K	~\$73K
Alaska	\$65K	\$80K	\$95K	\$80K	\$78K	~\$83K
Arizona	\$57K	\$72K	\$87K	\$72K	\$70K	~\$75K
Arkansas	\$55K	\$70K	\$85K	\$70K	\$68K	~\$73K
California	\$70K	\$85K	\$100K	\$85K	\$80K	~\$90K
Colorado	\$68K	\$83K	\$98K	\$83K	\$80K	~\$88K
Connecticut	\$68K	\$83K	\$98K	\$83K	\$80K	~\$88K
Delaware	\$67K	\$82K	\$97K	\$82K	\$79K	~\$86K
Florida	\$60K	\$75K	\$90K	\$75K	\$73K	~\$80K
Georgia	\$58K	\$73K	\$88K	\$73K	\$70K	~\$78K
Hawaii	\$65K	\$80K	\$95K	\$80K	\$77K	~\$83K
Idaho	\$55K	\$70K	\$85K	\$70K	\$68K	~\$73K
Illinois	\$62K	\$77K	\$92K	\$77K	\$75K	~\$82K
Indiana	\$57K	\$72K	\$87K	\$72K	\$70K	~\$77K
Iowa	\$56K	\$71K	\$86K	\$71K	\$69K	~\$75K
Kansas	\$56K	\$71K	\$86K	\$71K	\$69K	~\$75K
Kentucky	\$55K	\$70K	\$85K	\$70K	\$68K	~\$73K
Louisiana	\$56K	\$71K	\$86K	\$71K	\$69K	~\$75K
Maine	\$57K	\$72K	\$87K	\$72K	\$70K	~\$77K
Maryland	\$60K	\$75K	\$90K	\$75K	\$73K	~\$80K
Massachusetts	\$62K	\$77K	\$92K	\$77K	\$75K	~\$82K
Michigan	\$57K	\$72K	\$87K	\$72K	\$70K	~\$77K
Minnesota	\$60K	\$75K	\$90K	\$75K	\$73K	~\$80K
Mississippi	\$55K	\$70K	\$85K	\$70K	\$68K	~\$73K

CONSTRUCTION PURCHASERS

STATE	Q1	MEDIAN	Q3	AVERAGE	ADJUSTED SALARY	TOTAL COMP
Missouri	\$56K	\$71K	\$86K	\$71K	\$69K	~\$75K
Montana	\$55K	\$70K	\$85K	\$70K	\$68K	~\$73K
Nebraska	\$56K	\$71K	\$86K	\$71K	\$69K	~\$75K
Nevada	\$60K	\$75K	\$90K	\$75K	\$73K	~\$80K
New Hampshire	\$60K	\$75K	\$90K	\$75K	\$73K	~\$80K
New Jersey	\$63K	\$78K	\$93K	\$78K	\$75K	~\$83K
New Mexico	\$55K	\$70K	\$85K	\$70K	\$68K	~\$73K
New York	\$65K	\$80K	\$95K	\$80K	\$77K	~\$83K
North Carolina	\$57K	\$72K	\$87K	\$72K	\$70K	~\$77K
North Dakota	\$56K	\$71K	\$86K	\$71K	\$69K	~\$75K
Ohio	\$57K	\$72K	\$87K	\$72K	\$70K	~\$77K
Oklahoma	\$55K	\$70K	\$85K	\$70K	\$68K	~\$73K
Oregon	\$60K	\$75K	\$90K	\$75K	\$73K	~\$80K
Pennsylvania	\$60K	\$75K	\$90K	\$75K	\$73K	~\$80K
Rhode Island	\$60K	\$75K	\$90K	\$75K	\$73K	~\$80K
South Carolina	\$55K	\$70K	\$85K	\$70K	\$68K	~\$73K
South Dakota	\$56K	\$71K	\$86K	\$71K	\$69K	~\$75K
Tennessee	\$57K	\$72K	\$87K	\$72K	\$70K	~\$77K
Texas	\$62K	\$77K	\$92K	\$77K	\$75K	~\$82K
Utah	\$57K	\$72K	\$87K	\$72K	\$70K	~\$77K
Vermont	\$60K	\$75K	\$90K	\$75K	\$73K	~\$80K
Virginia	\$60K	\$75K	\$90K	\$75K	\$73K	~\$80K
Washington	\$63K	\$78K	\$93K	\$78K	\$75K	~\$83K
West Virginia	\$55K	\$70K	\$85K	\$70K	\$68K	~\$73K
Wisconsin	\$57K	\$72K	\$87K	\$72K	\$70K	~\$77K
Wyoming	\$55K	\$70K	\$85K	\$70K	\$68K	~\$73K

CONSTRUCTION SCHEDULERS

Schedulers are vital for maintaining project timelines and resource planning. Their compensation benchmarks reflect the essential support they provide in coordinating complex construction projects.

STATE	Q1	MEDIAN	Q3	AVERAGE	ADJUSTED SALARY	TOTAL COMP
Alabama	\$55K	\$70K	\$85K	\$70K	\$68K	\$73K
Alaska	\$65K	\$80K	\$95K	\$80K	\$75K	\$83K
Arizona	\$58K	\$72K	\$86K	\$72K	\$70K	\$75K
Arkansas	\$55K	\$70K	\$84K	\$70K	\$68K	\$73K
California	\$70K	\$85K	\$100K	\$85K	\$80K	\$90K
Colorado	\$68K	\$83K	\$98K	\$83K	\$80K	\$88K
Connecticut	\$67K	\$82K	\$97K	\$82K	\$80K	\$87K
Delaware	\$66K	\$81K	\$96K	\$81K	\$79K	\$86K
Florida	\$60K	\$75K	\$90K	\$75K	\$72K	\$80K
Georgia	\$58K	\$73K	\$88K	\$73K	\$70K	\$78K
Hawaii	\$65K	\$80K	\$95K	\$80K	\$76K	\$84K
Idaho	\$55K	\$70K	\$85K	\$70K	\$68K	\$73K
Illinois	\$67K	\$82K	\$97K	\$82K	\$80K	\$87K
Indiana	\$56K	\$71K	\$86K	\$71K	\$69K	\$76K
Iowa	\$55K	\$70K	\$85K	\$70K	\$68K	\$73K
Kansas	\$55K	\$70K	\$85K	\$70K	\$68K	\$73K
Kentucky	\$54K	\$69K	\$84K	\$69K	\$67K	\$72K
Louisiana	\$55K	\$70K	\$85K	\$70K	\$68K	\$73K
Maine	\$57K	\$72K	\$87K	\$72K	\$70K	\$75K
Maryland	\$60K	\$75K	\$90K	\$75K	\$72K	\$80K
Massachusetts	\$62K	\$77K	\$92K	\$77K	\$74K	\$82K
Michigan	\$57K	\$72K	\$87K	\$72K	\$70K	\$75K
Minnesota	\$60K	\$75K	\$90K	\$75K	\$72K	\$80K
Mississippi	\$54K	\$69K	\$84K	\$69K	\$67K	\$72K

CONSTRUCTION SCHEDULERS

STATE	Q1	MEDIAN	Q3	AVERAGE	ADJUSTED SALARY	TOTAL COMP
Missouri	\$55K	\$70K	\$85K	\$70K	\$68K	\$73K
Montana	\$53K	\$68K	\$83K	\$68K	\$66K	\$71K
Nebraska	\$55K	\$70K	\$85K	\$70K	\$68K	\$73K
Nevada	\$60K	\$75K	\$90K	\$75K	\$72K	\$80K
New Hampshire	\$57K	\$72K	\$87K	\$72K	\$70K	\$75K
New Jersey	\$62K	\$77K	\$92K	\$77K	\$74K	\$82K
New Mexico	\$54K	\$69K	\$84K	\$69K	\$67K	\$72K
New York	\$65K	\$80K	\$95K	\$80K	\$76K	\$84K
North Carolina	\$56K	\$71K	\$86K	\$71K	\$69K	\$76K
North Dakota	\$55K	\$70K	\$85K	\$70K	\$68K	\$73K
Ohio	\$56K	\$71K	\$86K	\$71K	\$69K	\$76K
Oklahoma	\$55K	\$70K	\$85K	\$70K	\$68K	\$73K
Oregon	\$60K	\$75K	\$90K	\$75K	\$72K	\$80K
Pennsylvania	\$57K	\$72K	\$87K	\$72K	\$70K	\$75K
Rhode Island	\$57K	\$72K	\$87K	\$72K	\$70K	\$75K
South Carolina	\$55K	\$70K	\$85K	\$70K	\$68K	\$73K
South Dakota	\$55K	\$70K	\$85K	\$70K	\$68K	\$73K
Tennessee	\$56K	\$71K	\$86K	\$71K	\$69K	\$76K
Texas	\$60K	\$75K	\$90K	\$75K	\$72K	\$80K
Utah	\$55K	\$70K	\$85K	\$70K	\$68K	\$73K
Vermont	\$60K	\$75K	\$90K	\$75K	\$72K	\$80K
Virginia	\$58K	\$73K	\$88K	\$73K	\$70K	\$78K
Washington	\$62K	\$77K	\$92K	\$77K	\$74K	\$82K
West Virginia	\$55K	\$70K	\$85K	\$70K	\$68K	\$73K
Wisconsin	\$57K	\$72K	\$87K	\$72K	\$70K	\$75K
Wyoming	\$54K	\$69K	\$84K	\$69K	\$67K	\$72K

CONSTRUCTION BUSINESS DEVELOPMENT

At **Royalty Construction Talent**, we understand that Construction Business Development roles are as diverse as the projects they support, and their compensation can vary widely from firm to firm. While many recruiters shy away from these challenging positions due to their complexity, we've consistently had success in identifying and placing top-tier talent in these roles.

Total compensation packages—including bonuses and profit sharing—can range anywhere from \$120K to well over \$200K, reflecting the critical importance of these professionals in driving growth and expanding into new markets, such as federal infrastructure projects.

We encourage firms to continuously invest in and seek out exceptional business development leaders, as they are pivotal to unlocking new opportunities and sustaining long-term success.

